



Construction -Short Form Career Ladder - Team Members Green Masters Landscaping Inc.

	Team Member				Crew Leader			
	Junior Team Member		Team Member		Junior Crew Leader		Crew Lead	
	Level 1	Level 2	Level 3	Level 4	Level 1	Level 2	Level 3	Level 4
Qualifications								
Personal Attributes								
Good physical condition								
Able to lift objects of up to 50 lb. multiple times during a work day								
Ability to follow complex directions								
Able to communicate well with all team members and management								
Attendance								
Able and ready to start work on time								
Housekeeping								
Maintain clean work area								
Able to work in a tidy manner								
Recognise safety issues with tools								
Safety								
Able to conduct themselves conducive to their own and team members safety								
Able to remain vigilant while Working								
Able to recognize safety issues prior and while using motorized equipment								
Core Values								
Respect								
Towards fellow team members and staff								
Creativity								
Able to foresee and resolve productivity issues								
Loyalty								
Ability to recognize when team members need help, and helping them								
Motivation								
Lead through example								
Balance								
Know when to intentionally initiate a pleasurable activity								



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	Level 1	Level 2	Level 3	Level 4	Level 1	Level 2	Level 3	Level 4
Hand tools & Measuring tools								
Able to properly use small hand tools (shovels, brooms, grading rakes)								
Understand and know hand tools limitations								
Able to use measuring tools to set up string line for grading (assisted)								
Power tools								
Know and understand how to pull start and shut off power tools								
Know how to safely store, during and after using power tools								
Able to apply grease to all grease fitting								
Able to check air filters, and replace								
Motorized Equipment								
Able to properly secure for transporting								
Able to charge battery								
Able to safely check oil level , add if needed								
Skid Steer								
Able to properly and safely start, operate, and shut-off								
Know how to safely change oil, and tracks								
Able to obtain consistent smooth base during excavation								
Knowledge								
General landscape knowledge								
Prepare tool needed for job (assisted)								
Planting								
Know correct depth and planting procedures								
Able to match plants to P.O.(job book, and delivery packing slip) assisted								
Pavers/Flagstone (dry lay)								
Know the different paver installation procedures								
Know correct depth to excavation								
Knowing the different base material and when to use								

