

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

FNOSCAPING IN		Team N	lember		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 mannor									
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									



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Able to recognise pavers sizing and colors									
Flagstone (wet lay)									
Know flagstone installation procedures									
Know how to prepare mortar (correct consistency)									
Able to rockface flagstone									
Management Skills									
Morning roll-out									
Clock appropriate team members into correct job (LMN)									
On-site									
Maintain safe, orderly, and neat job site									
Able to promote productivity while maintaining timeline									
Office									
Communicate job progress, successes, and concerns with management (4 at 4)									
Aware and understand contract specifications									
Sales Client Relationship									
Maintains client relationships									
Reports problems on property									
Administration									
Complete time sheet reporting									
-Taking Pictures, reporting, group chats									
Experience/Education									
Unilock Authorization Course									
Driving Experience									