



General Labourer (PM/LSC/SR) – Job Description

Title

General Labourer (LSC/PM/SR)

Reports To

[Operations Manager Name]

Summary

The general labourer will perform all duties regarding property maintenance, landscaping and snow removal to the established Courtland Professional Management standards. During the winter, the general labourer will be required to continue the upkeep on the grounds and responsible for snow removal services at any point during a 24 hour period. He/she will be required to perform physical labour both indoors and outdoors in a variety of weather conditions.

Core Competencies

- Customer Focus
- Communication
- Team Work
- Quality Work
- Problem Solving
- Accountability and Dependability
- Operating Equipment
- Ethics and Integrity

Job Duties

- Work under the direction of a qualified trained Crew supervisor.
- Turf care (grass cutting and line trimming).
- Perform general landscape duties (manually transport product, prep, install, plant)
- Mulch, edge and weed gardens.
- Prepare soil; plant bulbs, plants and seeds
- Dig, cut and transplant trees, shrubs, flowers and plants.
- May operate tractors and other machinery and equipment
- Control plant growth and development through pruning and shaping of plants.
- Perform brush cutting and other production tasks as directed.
- Use assigned equipment for snow removal.
- Complete snow removal in a timely manner ensuring little disturbance to clients and neighbours.
- Complete snow removal on steps, entrance ways and sidewalks.
- Report all incidents / accidents to your direct Crew Supervisor.



- Responsible for housekeeping of work space.
- Reports all vacations and sick days to Crew Supervisor.
- Responsible for overall company image (Courtland shirts, hats, beige cargo pants)
- Responsible for maintaining accurate time records on viasys.
- Responsible for wearing all proper PPE and working in a safe and proper manner.
- Responsible for reporting all safety issues to your direct Crew Supervisor.

Requirements

- High School Diploma, G.E.D. or equivalent.
- 1 year of working experience in a related field is an asset.
- Ability to participate in continuous improvement processes.
- An interest in plants of different kinds and the environment in which they thrive.
- Good observation skills to detect disease and pests.
- Ability to follow safe procedures for use of fertilizers.
- Enjoy being outside.
- Moderate physical strength and stamina.
- Able to get along with customers at the workplace or in other locations.
- Ability to multi-task and establish priorities.
- Exhibit initiative, responsibility, flexibility and leadership.
- Ability to work independently in a busy environment.
- Able to work well under pressure.
- Strong attention to detail.
- Possess a valid driver's license.
- Able to create alternative solutions to problems.
- Excellent time management skills.
- High level of sound and independent judgment and reasoning.
- Able to deal with people sensitively, tactfully, diplomatically, and professionally at all times.
- First Aid skills and/or certificates are considered assets.

Work Conditions

- 24/7 availability is required during our snow season.
- Physical ability to lift up to 75lb.
- Travel to the site, and off-site locations will be required.
- Safety equipment will be required, e.g. steel-toed safety boots, safety glasses/goggles, safety vests, etc.
- Hazards associated with the trade.
- Work both indoors and outdoors.
- Noisy with fumes.
- Long hours (which may entail 12 hours or more per working day).
- Prolonged standing, walking, lifting, squatting and bending.
- May perform work in adverse weather conditions including heat, cold and inclement weather.



Strive to be a part of a company that:

- Has a nice working environment
- Produces Quality work
- Provides Excellent Customer Satisfaction
- Benefits all Parties Involved

