



General Labourer (PM/LSC) – Job Description

Title

General Labourer (LSC/PM)

Reports To

[Operations Manager Name]

Summary

The general labourer will perform all duties regarding property maintenance and landscaping to the established Courtland Professional Management standards. 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)
- Assist in hardscape and soft-scape installation
- Mulch, edge and weed gardens.
- Prepare soil; plant bulbs, plants and seeds
- Dig, cut and transplant trees, shrubs, flowers and plants.
- Ensure safe certification of training on all equipment/machines in question.
- 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.
- 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

- 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

