

Bridging The Gap

Position Description

Job title	<i>Landscape Crew Lead - Green Stewards (full-time)</i>
Reports to	<i>Senior Program Manager</i>
FLSA	<i>Non-Exempt</i>

Job purpose

The Green Stewards is a workforce development program designed to equip individuals with skills to maintain landscape beds that function in spaces adjacent and near streets. These beds are stormwater control measures for water running off the street (bioswales). The Landscape Crew Lead is responsible for the daily direction, training, safety, and support of the Green Stewards crew members. Under the direction of the Program Manager the Crew Lead aids in meeting contract requirements such as excellent work performance, promoting positive public interactions and collecting required data.

Job Responsibilities:

Leadership

- Assign, review and monitor on-site tasks and responsibilities.
- Work alongside crew members as a model, trainer, and active leader and provide frequent feedback and support
- Assist with forecasting equipment, labor, and material needs to ensure continued program success
- Coordinate workday logistics and act as main driver of the crew van and trailer to, from, and between sites
- Set clear expectations and accountability in collaboration with the Senior Program Manager and promote inclusive behaviors and equity among crew with a high priority for open dialogue and problem solving
- Know and enforce all state laws (i.e. wearing seat belts), OSHA and program safety rules.
- Oversee training on and maintenance of equipment including the van and trailer
- Evaluate and collect data at each work site using an I-pad.
- Collect, review, and submit crew timesheets monthly
- Attend program, staff and community meetings as required
- Interact with the public, providing information, responding respectfully and accurately to questions and comments, and passing appropriate requests and concerns back to the Senior Program Manager
- Represent Bridging The Gap's best interest with a high level of integrity and respectability
- Other job-related duties as requested and subject to reasonable accommodation.

Training and Professional Development

- Take NGICP (National Green Infrastructure Certification Program) Training and attain certification
- Lead crew training, activities, discussions, and reflections that create, respectful interactions, and teamwork
- Collaborate with the Senior Program Manager to create and support participants ongoing training needs and workforce development plans.

Qualifications

- Experience in leading and/or training a crew, in landscape maintenance a plus
- Knowledge of sustainability, landscaping, horticulture, and/or stormwater management principles and processes a plus
- Demonstrated leadership ability to motivate and encourage people
- Strong work ethic – ability to lead by example and maintain a good attendance record
- Ability and desire to work outdoors – sometimes in inclement weather

- Strong problem solving and creative resolution skills
- Ability to create team cohesiveness and pride in work product
- Commitment to diversity, inclusion, and equity in the workplace; valuing all perspectives and encouraging contributions by all team members
- Highly effective in communicating tasks to be performed and expectations; able to inspire team members and hold them accountable for results
- Must be able to detect, recognize, inspect, observe, and/or assess green infrastructure and landscape conditions within 6 months of hire
- Driver's license, clean driving record, and the ability to drive a passenger van and pull a trailer is required
- All candidates will be subject to a background check within compliance with applicable local, state, and federal laws

Working Conditions and Physical requirements

Physical activity frequently used in this position include:

- Stooping, Kneeling, Crouching: Constantly moves and positions self to do work,
- Standing: Remaining upright on the feet, particularly for sustained periods of time.
- Walking: Must be able to frequently move and traverse about on foot to accomplish tasks.
- Lifting: Raising objects from a lower to a higher position or moving objects horizontally from position to-position.
- Exerting up to 50 pounds of force occasionally, and/or up to 20 pounds of force frequently, and/or up to 10 pounds of force constantly to move objects.

Constantly works in outdoor environmental conditions with no effective protection from weather including:

- Subject to extreme cold: Temperatures down to 25 degrees for periods of more than one hour.
- Subject to extreme heat: Temperatures up to 95 degrees for periods of more than one hour.
- May include other environmental conditions such as rain, wind, and humidity

Positions Supervised

Green Stewards field crew of 3-5 people.

Salary & Benefits

Benefits include 90% of health, dental vision, life and 100% disability insurance, 2 weeks of paid vacation, 14 paid holidays including between December 24th and New Year's Day, supportive team atmosphere and a dog friendly office.

Pay range is \$40,000 - \$48,000

Bridging The Gap is an equal opportunity employer and understands the value of having a team with a diversity of experiences and perspectives to optimize our potential for compassion, collaboration, creativity and excellence in service. BTG encourages people from all backgrounds to apply.

To apply, please submit an application online [here](#), or the link and job description can be found on www.bridgingthegap.org. Resumes/cover letters are welcome however not required. For further information, please contact:

Glenda Swinton
Glenda.swinton@bridgingthegap.org