

Bridging The Gap

Position Description

Job title	<i>Landscape Crew Lead - Green Stewards (full-time)</i>
Reports to	<i>Director of Forestry and Natural Systems</i>
FLSA	<i>Non-Exempt</i>

Job purpose

The Green Stewards is a workforce training program designed to equip individuals with skills to maintain landscape. The landscaped areas 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. The Crew Lead acts as a coach and mentor to promote professional development, ensures that contract requirements are met, and promotes a positive team mentality.

Job Responsibilities:

Primary Duties

- Assign, review, and monitor on-site tasks and responsibilities.
- Create a weekly work plan.
- Actively work alongside crew members as a team player and a coach.
- Coordinate workday logistics and act as a main driver of the crew van and trailer.
- Set clear expectations and accountability.
- Promote inclusive behaviors and equity among crew with a high priority for open dialogue and problem solving.
- Evaluate and collect data at each work site using an iPad.
- Collect, review, and submit crew timesheets.
- Attend program, staff, and community meetings as required.
- Interact with the public to provide information, responding respectfully and accurately to questions and comments.
- 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

- Lead crew in training activities, discussions, and reflections that create respectful interactions and teamwork.
- Host a weekly crew meeting to discuss the work plan and progress updates.
- Collaborate with the Director to create and support participants' ongoing training needs and individual development plans.

Qualifications

- At least 18 years of age with at least two years' experience leading and managing people. Manual labor environment a plus.
- Knowledge of sustainability, landscaping, horticulture, 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.
- Strong time-management and organizational 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.
- 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 includes:

- 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:

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