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**Job Description: Enhancement Team Lead**

**Job Type: Full Time, 11 months**

Poplar Point Studio is the premier horticulture and fine gardening service in the Finger Lakes Area. We are focused on making great gardening accessible – offering services from regular garden maintenance, garden coaching, plant design & selection, garden installations, annual & container plantings, holiday décor and garden workshops.

Working here means more than being part of a team – it is a family. We care deeply about our customers as well as those that we work with – directly on the team, or indirectly with vendors and suppliers. We are passionate about sharing our knowledge of horticultural practices, and strive for continuous learning in everything we do. At the core of PPS are driven horticulturists, creative problem solvers, and conscientious land stewards who are dedicated to providing expert green industry services.

Our Enhancement team is committed to creating beautiful and functional gardens for clients who truly appreciate our professional level of artistry, knowledge and attention to detail. They focus on renovating existing garden beds, planting new garden beds, and occasionally install small hardscape projects. No two days are the same, so you must enjoy doing a little bit of everything. While very rewarding, hardscape construction is very demanding, both mentally and physically. We are looking to grow this division, and need a strong candidate with both technical and people skills to help develop the entire enhancement team.

The ideal candidate for the Enhancement Lead would be someone who:

- Can independently run and manage a complex landscape installation project
- Has deep experience doing landscape installation projects from plantings to hardscape
- Has experience using hand tools, small power equipment and heavy machinery
- Enjoys being a generalist; can adapt to different needs depending on the situation
- Has working knowledge of landscape plants and plant care practices
- Knows how to run a job site safely and efficiently
- Has a passion for plants & working outdoors
- Likes to have fun in life and has a positive attitude
- Strong work ethic - gets satisfaction from working hard and seeing the fruits of their labor
- Is organized and effectively communicates both with clients as well as team members
- Cares about serving others, and works well in a team environment

Job Duties would include:

- Manages new garden installation & renovation projects: removing unwanted shrubs/plant material, amending soil, edging beds, planting, transplanting & dividing plants, mulching etc.
- Other projects may include spring cleanups, small lawn or sod installations, pathway creation, basic carpentry/masonry tasks, basic irrigation repair, weed whacking, fall cleanups etc.
- Collaboration with Garden Leads and Designer to make sure designs are installed according to plan, on schedule and in keeping with the customer preferences

- Assist with some garden maintenance tasks: weeding, pruning, deadheading, transplanting and identifying pest and insect issues
- Ability to prioritize and manage tasks and other crew to complete jobs on/under budget
- Responsible for identifying and resolving any reasonable issues that could impact job completion, escalating anything that needed more assistance as needed
- Clear, concise reporting on project material and resource needs
- Sense of ownership in your installation work
- Operation of heavy equipment; dump truck, dump trailer, skid steer, mini excavator, dingo and various attachments
- Collaboration with others at PPS if multiple crews on a job site
- Assist with the ordering and receiving of project related deliveries on site or at the shop
- Attend safety meetings and trainings

#### Minimum Qualifications:

- High school graduation or GED Certification
- Bachelors in Horticulture related field OR 5+ years experience in the landscape industry
- Must be at least 21 years old
- Valid NYS Driver's License, clear driving record
- Physical strength, flexibility, maneuverability to perform the duties of the position
- Tending perennial gardens, maintaining shrubs, pruning trees: minimum 1 year

#### Skills, Knowledge & Abilities:

- Basic horticulture skills; plant identification, weeding, pruning, plant care
- Planting practices; perennials, shrubs, small B&B trees (10-12')
- Hardscape installation best practices; walkways, walls, paver units, natural stone, irrigation, water features, basic lighting techniques
- Professionalism, effective communication in any form
- Attention to detail & quality craftsmanship
- Demonstrable ability to prioritize work and manage time
- Ability to comprehend general and complex oral and written instructions, including design plans
- Proficient knowledge of types of motorized equipment and hand tools
- General knowledge of safety hazards related to the job and equipment
- Able to establish and maintain effective working relationships with coworkers
- Ability to read, write and communicate well with others
- Willingness to work in all weather conditions
- Ability to drive 1 ton dump truck (automatic) and haul a utility trailer

#### Physical Demands

- Must possess the physical strength to perform moderate to heavy lifting/carrying from 25 to 75 lbs. for up to 100 feet; push and pull from 30 to 125 lbs. for up to 100 feet on a daily basis
- Be physically capable to safely perform bending, twisting, stretching, rotating, kneeling, pushing, pulling and lifting operations up to 100% of the time on any given day
- May be required to work overtime during heavy workloads

- May be exposed to heat, cold and wet weather

Special conditions/requirements

- Required to wear closed toed work shoes and appropriate fitting clothes
- Gloves, safety glasses, hand tools, vehicles and uniforms are all provided by Poplar Point Studio