



Polly's Planting & Plucking, Inc.

Job Description

Job Title: Service Team Member

Reports To: Team Leader and Service Manager

Benefits Available: Health Insurance eligibility, AFLAC Health Insurance eligibility, IRA with company matching contributions, weekly paychecks, company sponsored social functions and discounted prices on retail items. Complete details are available in current Polly's Planting & Plucking, Inc. handbook.

Work Environment: Working primarily offsite, travelling in company vehicle to designated customer sites both urban and rural. Service teams are expected to be prepared to work full shifts in all weather conditions dictated by the season and carry proper meals and beverages when appropriate. An applicant must assume most work will take place outside.

Summary: Works alongside Team Leader and fellow team members to install plants and maintain landscapes and to provide the customer service standards set forth by Polly's Planting & Plucking.

Duties and Responsibilities: Include the following, other duties may be assigned:

- Follows all directives put forth by Team Leader in positive, efficient fashion to accomplish tasks assigned.
- Accurately and consistently records time keeping and materials used for Company billing and payroll.
- Organizes, sorts and correctly stores tools, equipment and materials reliably in the assigned vehicle as well as on and offsite at Polly's.
- Works diligently, efficiently and collaboratively with Team to be as efficient, swift, thorough and competent as possible according to Company standards.
- Prepares assigned vehicle for daily activities with appropriate tool, material and equipment loading.
- Plants, divides, waters, weeds, pinches, rakes, mulches, deadheads and grooms client sites to Company standards.
- Reads, understands and communicates work orders, Company procedures and standards to complete objectives.
- Scouts for pest, disease and environmental stresses on plants at client sites and in nursery and alerts Team Leader.
- Finds productive activity to do whenever open, unsupervised time "on-the-clock" arises.
- May drive assigned Team vehicle as requested.
- May apply insecticides and/or pesticides under supervision.

Competency:

To perform the job successfully, an individual should demonstrate the following competencies:

- Dependability; be here on time and prepared for the day.
- Follow instructions and respond positively to direction and coaching.
- Enthusiasm and drive to continuously improve.
- Communicate clearly verbally and in writing.

- Seek increased responsibilities as learning progresses.
- Respond well under pressure to demanding schedule.
- Use time efficiently and work quickly.
- Display willingness to make decisions and share knowledge.

Qualifications: To perform this job successfully, an individual must be able to perform each essential duty satisfactorily. We will supply ongoing training for all expected duties. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

Physical Demands: While performing the duties of this job, the employee is regularly required to stand, walk, use hands to finger, handle, or feel; reach with hands and arms and talk or hear. The employee is frequently required to stoop, kneel, crouch or crawl. The employee is occasionally required to sit, climb or balance and taste or smell. The employee must regularly lift and/or move up to 25 pounds and occasionally lift and/or move up to 80 pounds. Specific vision abilities required by this job include close vision and color vision. Must be able to work in an outdoor environment.

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