



## **Position: Grounds Crew Member**

Carolina Village, Inc. is a Life Plan Community (Continuing Care Retirement Community) that is proud to be a non-profit organization with a passion for delivering superior care for seniors within a beautiful, energetic community.

Carolina Village is a beautiful 95-acre property in Hendersonville, NC. This position is responsible for carrying out basic horticulture department-related functions safely and efficiently. This position will support the crew to deliver a quality job on time. This is an entry-level position designed for an individual with limited experience in the landscape industry. He or she will report to the Director of Horticulture.

- Operates mechanized equipment as required, which may include gas-powered sheers, weed eater, stick edger, backpack blower, push mower, wheel barrow, hand tools.
- Performs assigned daily work per department requirements inclusive of: trimming, planting, fertilizing, watering, detailing ornamental plant material, spraying or pulling weeds, clearing of hard surfaces, tree care, digging, raking, trash pickup, and assisting in irrigation maintenance.
- Assists in loading and unloading equipment, tools, and supplies on truck.
- Complies with the equipment preventive maintenance program and thoroughly cleans used equipment and stores in designated areas daily.
- Assists in keeping job site, vehicles, trailers, warehouses, and offices safe, clean, and organized.
- Informs Director of problem areas on-site, equipment or supply issues, or of any accident or loss.
- Complies with all company policies, procedures and safety requirements, especially in the handling of equipment.
- Works to assure quality and timely completion of all tasks/work orders assigned.
- Participates in training programs as required.
- Performs other duties as required.

## **JOB TYPE**

- Full-time

## **SCHEDULE**

- Monday to Friday
- 8-hour shift

## **QUALIFICATIONS**

- Landscape maintenance: 1 year (Preferred)



- Entry-level to 2 years of experience in landscape basics.
- Effectively communicates with others, with the ability to read and/or comprehend written and verbal instructions/information.
- Accountable; demonstrates dependability in attendance and timeliness, and carefully follows directions and instructions provided.
- Solution-oriented with the ability to apply feedback to improve performance.
- Able to safely work alone and display quality and thoroughness in work product.
- Team-focused; exhibits objectivity and openness to others, mitigates conflict and keeps emotions under control.
- Maintains a positive, responsive and flexible attitude.
- Able to follow plans as shown on a map of property.
- Maintains attention and concentration during dangerous tasks and while using equipment for extended periods of time.
- Ability to interact professionally with all customers, team members, and those from external organizations.
- Must be able to wear PPE as necessary and maintain a professional appearance at all times while abiding by the uniform policy

#### **CHARACTERISTICS**

- Organized, hardworking, safety conscious, punctual, leads by example, self-motivated, honest, and customer service-driven.
- Dependable; consistently arrives to work on time, responds to Director's direction and commits to the required hours for this job
- Performs all job-related tasks safely and efficiently and uses all tools and equipment in accordance with company safety policy
- Supports fellow team members and is an example of the team concept

#### **LICENSURE**

- North Carolina Driver's License (Required)

#### **WORK AUTHORIZATION**

- United States (Required)

#### **SALARY**

- \$14.25 - \$17.75 per hour
- Signing bonus
- Holiday pay



## **BENEFITS**

- Health insurance
- Dental insurance
- Vision insurance
- Disability insurance
- Life insurance
- 403(b) Retirement plan with company match
- Paid time off
- Professional development assistance
- Tuition reimbursement
- Referral program

## **CULTURE**

- Drug-Free Workplace / Tobacco-Free Workplace
- People-oriented -- supportive and fairness-focused
- Team-oriented -- cooperative and collaborative
- Detail-oriented -- quality and precision-focused
- Stable -- traditional, stable, strong processes

## **TO APPLY**

- Complete an application at [www.carolinavillage.com/careers](http://www.carolinavillage.com/careers).
- A background check, pre-employment drug screen, and TB skin test will be conducted as conditions of employment.