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**Job Title:** Shovel Crew / Shovel Crew Foreperson    **Company:** Serene Landscape Group

**Department:** Snow    **FLSA Status:** Non-Exempt

**Location:** Plymouth    **O.T. Eligible?** Yes

**REPORTS TO:** Production Manager

**ESSENTIAL DUTIES AND RESPONSIBILITIES** To perform this job successfully, an individual must be able to perform the essential duties satisfactorily. The requirements listed below are representative of the knowledge, skill, and/or ability required.

- Snow removal using hand shovel and/or snow blower
- Salting sidewalks, entry ways, and other surfaces either by hand or with a spreader.
- Applications of ice melt, in lieu of salt
- On-call availability with short to little notice, or around a six hour lead time.
- Reliable attendance through the winter months
- Job requires proper clothing consisting of boots, gloves, hat, and other winter attire.
- Ability to lift heavy shovels
- Maintain a clean and safe job site, while ensuring current landscape and property is not damaged in the efforts of removing snow
- Maintain and care for your personal or company provided equipment, tools and vehicles
- Ability to work independently but maintain excellent communication between team and supervisors

**ADDITIONAL DUTIES, RESPONSIBILITIES AND/OR EXPERIENCE:**

- Excellent organizational skills, with the ability to prioritize work and perform several tasks concurrently with ease and professionalism
- Ability to use power and hand tools
- Lift/carry in excess of 50+/- pounds
- Understanding of safety precautions related to cold weather conditions
- Wear and operate backpack blower
- Work in/or about situations near direct automotive traffic
- 24/7 availability for on call
- Work in extreme conditions (snow and ice), for extended periods

**EDUCATION:** This position is preferred to have a minimum education level of: High School Diploma.

**EXPERIENCE:** This position requires a minimum experience level of 0-2+ years' experience.

**COMPUTER SKILLS:** Not applicable.

**SUPERVISORY RESPONSIBILITIES:** This position does not have supervisory responsibilities. Those who manage others are expected to have the ability to lead one or a team of individuals to achieve department goals.

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**WORK ENVIRONMENT:** The work environment characteristics described here are representative of those an employee encounters while performing the essential functions of the job. Reasonable accommodations may be made to enable qualified individuals with disabilities to perform the essential functions. The work environment for this position is an outdoors setting.

**TRAVEL**

There is no travel required for this position.

**Physical Requirements:**

<b>Key:</b>									
Rarely = less than 10%									
Occasionally = up to 33%									
Frequently = up to 66%									
Continuously = 67% to 100%									
<b>Activity:</b>	<b>R</b>	<b>O</b>	<b>F</b>	<b>C</b>	<b>Activity:</b>	<b>R</b>	<b>O</b>	<b>F</b>	<b>C</b>
Standing			X		Seeing				X
Walking			X		Reading			X	
Sitting		X			Reaching			X	
Stooping		X			Range of Motion			X	
Kneeling		X			Hearing – Speech Range			X	
Squatting		X			Depth Perception			X	
Body Twisting			X		Color Vision			X	
Crawling	X				Lifting			X	



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Sense of Touch				X	Carrying			X	
Manual Dexterity			X		Pushing			X	
Speaking Clearly			X		Pulling			X	
Seeing Distant			X		Climbing Ladders	X			
Climbing On/Off Truck			X		Climbing Stairs			X	
Climbing	X				Balancing			X	
Gripping			X		Lifting Up to 10 lbs.			X	
Lifting Over 10 lbs. to 50 lbs.			x		Lifting Up to 50 lbs.			X	

Individuals must be able to perform the essential functions of the position with or without a reasonable accommodation. Individuals with a disability who desire a reasonable accommodation should contact the Human Resources Manager at 734-416-9602.

Serene Landscape Group is an Equal Opportunity Employer, including disabled and vets.

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