

Job Description: Crew Member

➤ **Punctuality, Attendance, Appearance**

- Shows up to work on time each day ready to work
- Completes all tasks within time expectations
- Adheres to company dress code policy
- Wears clean clothes appropriate to weather conditions each day
- Adheres to company policy and goals for in-season and out-of-season attendance
 - Understands and lives out the importance of productivity in season

➤ **Job Quality**

- Understands the relationship between job quality and customer service, and satisfaction and job retention
- Demonstrates strong discipline to thorough, complete, and excellent work
- Consistently is prepared for each day's work by having all needed materials, tools, equipment, and clothing ready
- Maintains a strong shop departure and arrival routine
- Completes paperwork as required daily

➤ **Personal Qualities**

- Shows unquestioned ethics in all affairs
- Is committed to daily improvement for himself and his co-workers
- Advances a positive company image and reputation through all actions
- Displays enthusiasm and helps motivate coworkers
- Shows a hunger for more knowledge, responsibility, and growth, both personally and as a company
- Is humble but confident about his abilities

➤ **Interpersonal Skills**

- Treats one another with respect
- Collaborate, support, and help coworkers in such a way that productivity is increased, morale is increased, and relationships are improved
- Is personable and likeable with customers and co-workers

➤ **Education/Experience Requirements**

- Have and maintain an acceptable driving record as well as any licenses required by government agencies, customers, or employer to complete work (e.g. driver's license, commercial applicator license, CDL, DOT medical card, backflow certification, etc.)
- Possess a great attitude and work ethic

➤ **Job Duties**

- Crew member will, at some point, participate in nearly all aspects of turfgrass construction and maintenance. A good attitude and work ethic and an ability and desire to learn will be the most important tools of a crew member.
 - Field work
 - ❖ Aerate, seed, top dress, and apply fertilizers to sports turf, college campuses, and commercial properties across the state of Kansas
 - ❖ Install and repair irrigation systems
 - ❖ Mowing operations with zero turn, 3 point, and other mowers
 - ❖ Install sod and sprig bermuda grass
 - Shop
 - ❖ Maintain and repair equipment and pickups
 - Snow Removal
 - ❖ Snow removal is a part of winter operations at Turf Solutions and most employees will have some role in those operations
- This list is not all-inclusive and applicants should expect his responsibilities to be widely varied, especially as seasons change.
- Crew member positions are largely seasonal. Work will commence in the last half of March and go through most of November.