



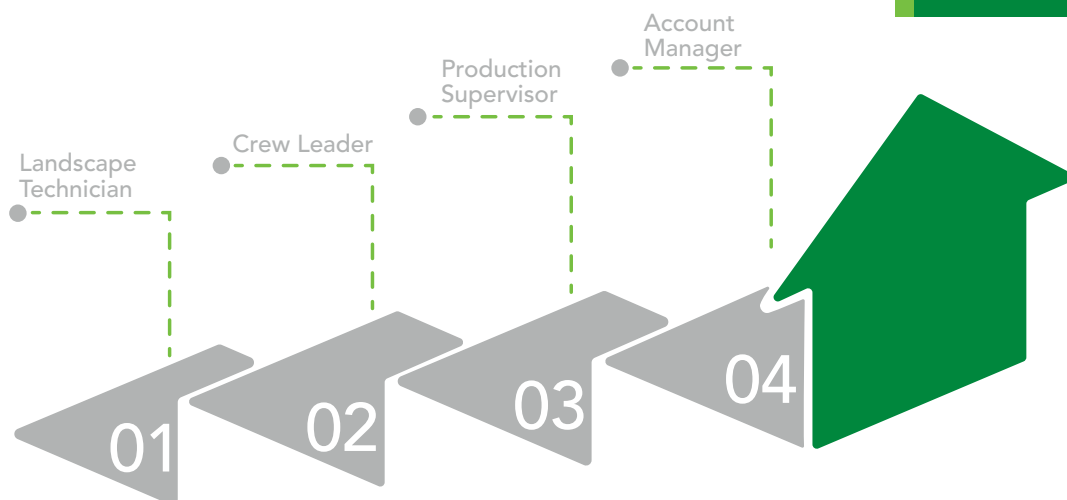
LANDSCAPE MAINTENANCE CAREER PATHWAY

BENEFITS

(PER COMPANY ELIGIBILITY)

Profit sharing
Company paid certifications & licenses
Competitive pay
Paid time off
401(k) retirement plan with Timberline match
Medical, dental & vision insurance

LEVELS & DETAILS



EACH LEVEL MUST ALSO HOLD THE QUALIFICATIONS OF THE PREVIOUS POSITION

LANDSCAPE TECHNICIAN

PRE-REQUISITES FOR LANDSCAPE TECHNICIAN:

- ☐ No experience required
- ☐ Reliable, professional and punctual
- ☐ Desire to learn and master Timberline and industry standards of work
- ☐ Ability to read, understand and follow safety rules, operating and maintenance instructions & procedure manuals
- ☐ Awareness of safety with initiative to reduce incidents and accidents
- ☐ Demonstrates efficient work practices
- ☐ Mobile phone compatible with company applications & software
- ☐ Ability to pass a background check
- ☐ Willingness to participate in Snow Removal operations
- ☐ Maintains professional appearance and mannerisms

MAINTENANCE CREW LEADER

PRE-REQUISITES FOR MAINTENANCE CREW LEADER:

- ❑ Experience in commercial or residential maintenance for a minimum of 1 year
- ❑ Ability to supervise up to 3 employees
- ❑ Ability to read, write, speak and understand English
- ❑ Demonstrates ability to meet production goals
- ❑ Demonstrates ability to train other crew members on company standards
- ❑ Understands basic horticulture of turf, shrubs, annuals and perennials
- ❑ Maintains valid Colorado driver's license with a current safe driving record



PRODUCTION SUPERVISOR

PRE-REQUISITES FOR PRODUCTION SUPERVISOR:

- ❑ Associate's degree in Landscape Maintenance or related field and/or a minimum of four years' landscape maintenance experience in lieu of degree
- ❑ Demonstrates ability to use Microsoft Office Suite, Aspire software and UKG
- ❑ Demonstrates ability to use technology such as a phone and Surface tablet
- ❑ Must be able to obtain Landscape Industry Certified Technician (LICT) certification in first year in Turf Maintenance
- ❑ 1-2 years of training & supervisory experience
- ❑ Obtain Qualified Supervisor (QS) Certification within the first 2 years in the position

ACCOUNT MANAGER

PRE-REQUISITES FOR ACCOUNT MANAGER:

- ❑ Minimum of 3 years of prior customer service, management and leadership experience within an organization or landscaping industry
- ❑ Proven track record of time management, project management & organizational skills
- ❑ Excellent verbal and written communication skills demonstrated via e-mail and phone
- ❑ Demonstrates ability to sell to client's needs
- ❑ Proficient computer skills – Excel, Word, Outlook and the aptitude to grasp new computer programs
- ❑ Strong analytical skills and the ability to meet critical deadlines

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