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Minneapolis, MN 55407  
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metrobloomsdb.com

<b>Job Title:</b>	Install Assistant Crew Lead
<b>Reports To:</b>	Install Crew Leader
<b>Status:</b>	Seasonal, full/part-time, nonexempt
<b>Hours:</b>	40 hours per week, M-F during the outdoor work season (Mid-April – November)
<b>Rate:</b>	\$23-\$26/hour based on qualifications + Paid Holidays + Paid Time Off
<b>Location:</b>	Minneapolis, MN. Projects occur throughout the Twin Cities metro area.

### **Who We Are**

Metro Blooms is a nonprofit that partners with communities to nurture and support thriving ecosystems, land, and water. We practice shared leadership and care in our work, grounding and guiding it with the vision of an environmentally just world. Metro Blooms Design+Build is a for-profit, full service landscape company owned by the nonprofit Metro Blooms. Metro Blooms Design+Build financially supports the work of Metro Blooms, and shares the mission, vision, and values. This position is employed by Metro Blooms Design+Build.

### **Summary**

The Installation crew actualizes landscape plans that our designers have created. Our projects typically focus on native plants and stormwater management. Some projects may include hardscape elements, such as stepping stones, patios, natural stone walls and pathways. Projects range in size from a single front yard raingarden to a large commercial or community-based project and are located in the Twin Cities metro area. Our crew members take pride in installing beautiful landscapes that benefit our ecosystem. We are dedicated to safety and thoroughness in all our work.

The Install Assistant Crew Lead assists and supports the Install Crew Leader in managing the installation of projects on site, being responsive to other crew members, and being the primary driver of the truck and trailer. Both the Assistant Crew Lead and Crew Leader work to ensure a safe and supportive work environment. The Assistant Crew Lead will lead the install crew independently as needed.

### **Job Duties**

1. The Assistant Crew Lead is the primary driver for the install crew truck and 4 cubic yard dump trailer, responsible for picking up and delivering materials and equipment and disposing of soil. Training will be provided. Previous trailer experience desired but not required.
2. Keep truck and trailer clean, organized, and safely secured. Perform routine maintenance on vehicles and equipment.
3. Support the Crew Lead in managing projects. The Assistant Crew Lead will lead projects as needed without the crew leader present. Training will be provided.
4. Communicate with team members to report on crew activities, project updates, and timelines. Respond to communications from other team members in a timely manner.
5. The Assistant Crew Lead will uphold the values of Metro Blooms. Their direction and support will be guided by the values of collaborative learning, shared knowledge, and shared leadership.

6. In addition to the specific Assistant Crew Lead duties listed above, the Crew Lead and Assistant Crew Lead also participate and share in the tasks and responsibilities expected of all crew members. These responsibilities include:
- a. Arrive to work on time every day. Communicate schedule changes with advance notice and consideration.
  - b. Responsively engage in work communication from team members
  - c. Follow design plans to install site-specific designs, with features such as plant beds, raingardens, borders, edging, rock swales, low retaining walls, patios, paths, garden stairs, site re-grading, and other landscape features
  - d. Utilize a wide variety of landscaping tools to complete landscaping objectives including hand tools, wheelbarrows, blowers, power tools, and compact skid steers
  - e. Plant trees, shrubs, forbs, grasses, seeds and other plant materials according to a plan
  - f. Complete projects to a professional standard
  - g. Keep storage areas, equipment, vehicle, and jobsites clean and in good working order
  - h. Interact kindly and respectfully with other crew members, clients, residents and members of the public, and represent Metro Blooms in a professional manner
  - i. Practice safe use of all tools and discuss safety guidelines at all work sites and ask for help when needed.
  - j. Uphold the values of Metro Blooms.

### **Qualifications**

1. Valid Drivers' license and safe driving record
2. Willingness and desire to work as part of a team
3. Ability to complete tasks as they are assigned
4. An ability to solve logistical problems on-the-fly; ability to adapt quickly to changing situations
5. An ability to operate power tools and equipment safely
6. An ability to interpret design drawings and site documents to install new projects or maintain existing sites
7. Ability to communicate with the Install Crew Lead and crew members effectively
8. Ability to complete demanding physical work outside, in all weather conditions
9. Ability to lift and carry 50 lbs.
10. Ability to maneuver wheelbarrows with 100lbs of material.
11. Ability to arrive to work on time and be available for 40 hours/week May-November
12. This position requires a background check, at the discretion of Metro Blooms. If this is a barrier for applying, please email [meg@metroblooms.org](mailto:meg@metroblooms.org).

### **Ideal Candidates**

Have a minimum of 2 years of landscape installation experience, truck + trailer driving experience, and experience in leading a small crew.

### **Equal Opportunity**

We encourage everyone to apply, especially those underrepresented in our sector: Black people, Indigenous people, people of color, and LGBTQIA2S individuals.

Metro Blooms is committed to creating a work environment free of discrimination and harassment. Discrimination based on race, religion, sex, gender, age, disability, sexual orientation or other characteristics is not accepted. We are passionate about creating and supporting a diverse workforce that promotes the values of equity.

**Please apply at [www.metroblooms.org/employment](http://www.metroblooms.org/employment)**