



Signature Garden Crew

PROGRESSION OF SUPERVISORS: Signature Garden Lead, Signature Display Garden Supervisor, New Product Development Manager, Senior Manager of Offsites & Crop Supply Chain, CEO, Vice-President, President

JOB SUMMARY: In this position, you will install garden display areas and perform regular garden maintenance throughout the season under the direction of the Signature Display Garden Supervisor and Signature Garden Lead. You will also be a liaison for the Proven Winners brand, greeting and assisting garden visitors, providing advice and information, and promoting PW plants.

ESSENTIAL FUNCTIONS:

1. Accurately perform the following daily tasks in a manner that results in consistently beautiful gardens that educate and inspire our visitors. Demonstrate independence with these tasks after training and as assigned. Daily tasks include but are not limited to:
 - a. Pruning, watering, fertilizing, weeding, & basic garden maintenance
 - b. Planting, hardscaping, plant removal, and major landscape changes
 - c. Crop monitoring including pH & EC levels, pest scouting, etc.
 - d. Irrigation system maintenance & regimen programming
 - e. Cleaning and maintenance of water features & ponds
 - f. Organization of tools & equipment areas
2. Cooperate with and assist other departments to successfully meet company objectives. Ensure that the Display Garden crew exceeds service level expectations for all departments & employees that it may serve.

INDIVIDUAL ATTRIBUTE IDEALS:

1. Act with Integrity – doing the right thing with honor, even when no one is looking or the consequences are costly, focused on what’s best for our company and customers.
2. Model Humble Confidence and Courageous Character – maintain a positive attitude with a foundation of humility and empathy while acting with clarity of vision, strength, and confidence.
3. Relate Authentically – connect with others, listen to understand, communicate with unwavering candor, honesty, discretion, and respect for all.
4. Operate Transparently – be proactively open and honest, lead by offering complete visibility into successes, failures and challenges that are encountered each day.
5. Embody Teamwork – embrace and foster a collaborative culture, share ideas, engage in constructive debate, give, and expect mutual support, celebrate wins together.
6. Exemplify Accountability – measure yourself by the highest standards of integrity, responsibility, and performance, as if you are the Owner of Four Star.
7. Innovate Relentlessly – welcome change, make time to learn, think differently, try out new ideas, take risks, learn from mistakes, simplify complexity, be persistent, find ways to make something better, today!



ESSENTIAL SKILLS:

1. Develop working knowledge of all plant varieties in display gardens so you can accurately answer basic questions.
2. Demonstrate solid customer service skills in greeting & engaging visitors, answering questions, and providing sound advice. If you cannot answer a question, direct them to someone who can answer the question, or ask your supervisor for the answer before answering.
3. Demonstrate strong analytical skills & foresight by identifying areas in need of improvement and developing innovative solutions.

ESSENTIAL WORK HABITS:

1. Establish priorities, work independently, accomplish objectives, & report progress with minimal supervision. Whenever you are unsure about the details of an assignment, we expect that you will ask for guidance before proceeding.
2. Demonstrate regular and professional communication with managers, crew members, and visitors to the display garden. All interactions should result in everyone feeling that the interaction was “easy, successful and inspiring”.
3. Perform all aspects of the job in compliance with company safety standards, operate and handle equipment safely and responsibly by following all manufacturer’s safe operating procedures as listed in the operator manual(s).
4. Adjust schedule daily, weekly, or seasonally as needed, i.e. work more or less hours depending on seasonal labor needs.
5. Maintain a positive and cooperative attitude with all fellow employees, promote morale in the department through effective teamwork and leadership.
6. Accurately use the time clock to keep track of hours and change jobs as needed.
7. Report to work as scheduled, maintaining a level of absences that results in minimal departmental disruption and minimal unfair burden on other employees.

QUALIFICATIONS:

1. Experience with outdoor work, landscaping, or any horticultural industry is preferred.

ADDITIONAL RESPONSIBILITIES:

1. Assist in other departments as assigned.
2. Any other duties as assigned.

PHYSICAL ASPECTS:

1. Large percentage of work takes place outdoors. Employee will be exposed to sun, wind, and daily weather conditions including high & low temperatures, occasional precipitation, etc.
2. Daily work involves long periods of standing and regular kneeling/bending over.
3. Regularly involves lifting a minimum of 20 lbs, occasionally up to 50 lbs.