



Modern Thinking. Timeless Values.™

LANDSCAPE MAINTENANCE LABOURER, VBA

Change *Your Career* for the Better.

As a recipient of hundreds of awards and accolades, Reid's Heritage Homes is a world-class organization, with growing communities across the province, offering home styles from mid-rise condo suites to custom estates and active adult communities. We are a division of the Reid's Heritage Group of Companies, a family-owned company celebrating over 40 years in business. We are proud to have been certified as a **Great Place to Work® Canada** and named as one of **Canada's Best Workplaces for 2019, Canada's Top Small & Medium Employers for 2019** and **Waterloo Area's Top Employers for 2019**, and we strive to employ highly skilled individuals who both exemplify and live out our Core Values. Our team members are passionate about their work, and their high energy and creativity drive innovation. As a result, our team is growing. We invite you to take this opportunity and be a part of the momentum!

If you are punctual, reliable and prepared for work, complete your duties diligently using a team-oriented approach, and can handle extensive outdoor physical activity, consider joining our team as a **Landscape Maintenance Labourer** at the **Village by the Arboretum (VBA)**, based in **Guelph, ON**. Reporting to the Landscape Maintenance Manager, VBA, and working under general supervision, you will perform garden and horticultural duties for the grounds crew. You will be required to ensure high standards in terms of safety, work ethic and quality during your day-to-day routine in order to maintain the customer's and Company's expected quality standards.

As part of your duties and responsibilities as a Landscape Maintenance Labourer, you will:

- Follow and consistently demonstrate Reid's Heritage Group of Companies Core Values
- Portray a positive and professional image to customers through safety, work ethic and attitude.
- Immediately direct all customer concerns to Landscape Maintenance Crew Leader to allow for quick resolution.
- Ensure daily landscape maintenance work is completed on time and in full to the customer's and RHG standards. Site to be left clean, tidy and visually sharp.
- Follow all company/Industry safety guidelines, procedures and policies.
- Communicate effectively and precisely with crew members and your crew leader.
- Pruning, planting and maintenance completed to standards required before moving on to another site.
- Perform spring and fall clean-up: pruning, removal of leaves, bed edging and cultivating.
- Perform bed maintenance: cultivate, plant, rake and edge.
- Perform lawn care maintenance: cut, line trim, power edge.
- Perform winter maintenance duties: shrub and tree pruning, installation and removal of seasonal decorations, twining, burlap hedging, snow preparations, snow clearing and salting.
- Report any concerns, questions or problems with any safety issues seen during the day to day routine immediately to your Crew Leader.
- Ensure instruction given is fully understood, ask questions otherwise.
- Report any and all accidents, damage and/or injuries (minor cuts, bruises, sunburn, etc.) to your Crew Leader immediately. Record product used in the first aid box on the form in first aid box.
- Take timely and timed breaks as instructed by your Crew Leader.

- Work at the pace of your crew.
- Winter snow removal duties as required.

The Landscape Maintenance Labourer we seek will have the following:

- Commitment to our organization's progressive culture, including our company Core Values
- Horticultural experience an asset.
- Class G driver's license.
- Clean driver's abstract.
- WHMIS training
- Ability to work well with others and be approachable
- Ability to work on-call as required, during winter months.
- Be punctual, reliable, and prepared for work.
- Arrive at work each day with work boots, appropriate clean clothing and groomed in a way to reflect the company image positively.
- Diligently complete duties.
- Treat company property with care.
- Share tasks equally and fairly.
- Team oriented approach.
- Positive and professional attitude regardless of personal or work-related stresses.
- Represent RHG. Speak positively at all times on the job as well as on or near customer sites.

If you have a lot to offer, we have a lot to give! Add your energy to ours and join the Reid's Heritage Homes team by submitting your cover letter and resume to hrinfo@heritagehomes.com, specifying the title of the position. For more information, visit www.reidsheritagehomes.com.

We thank all applicants in advance for their interest in this position; however, only those selected for an interview will be contacted.

