



Landscape / Mowing / Litter Control Positions Available in San Marcos and Austin Texas NO EXPERIENCE REQUIRED

Title of Position: Landscaping Crew Member

Wage: Commensurate with experience

What it means to work at Fedcap

Fedcap is not just an amazing place to work, it's a place that provides services that changes the lives of those individual's misfortunate with barriers. We help individuals move towards economic independence as valued members of the workplace and their communities. Fedcap was one of the first vocational rehabilitation programs for the physically disabled in the United States and has broadened its services since its inception. Expect to be a part of something bigger, an organization that started in 1935 by 3 WWI veterans who came home from war and couldn't find work because of their injuries, and now, we are a vibrant growing organization, where the opportunities are endless. Fedcap employees take pride in their work, enrich the lives of others and are a part of a team that makes a difference every day and provides the "Power of Possible."

Position Summary

The Crew Member is engaged in landscaping and/or grounds keeping activities; grass cutting, lifting, clean up, brush cutting, shrub maintenance, trim hedges and small trees, pile brush on flat and uneven terrain, such as creeks and ponds. This position Involves the cleaning of debris from assigned areas; vacant lots, and emptying at landfills. Work involves using various landscaping machines; edger's, mowers, trimmers and blowers.

Essential Functions

1. Crew Members ensure that the grounds of assigned areas are clean, attractive, orderly, and healthy in order to provide a pleasant outdoor environment.
2. Responsible for caring for lawns, trees, and shrubs; maintain playgrounds; and keep parking lots, picnic areas, and other public spaces free of litter.
3. Mow grass regularly, prune shrubs and trees, plant flowers, and remove debris from grounds and building areas.
4. Must be able to work 8 or more hours in a day in adverse conditions. i.e. heat, rain and cold based on weather conditions.
5. Cut away dead or excess branches from trees or shrubs to clear utility lines, roads, and sidewalks.
6. The Crew Member strives to improve the appearance and health of trees and plants,
7. Ensures all work is completed in adherence to safety policies and guidelines.
8. Ability to cover large areas of grounds, parks and properties up to several miles per day.
9. Any safety concerns should be brought to the supervisor's attention.



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10. Treat co-workers, suppliers and others with respect.
11. Work cohesively as a team with co-workers and supervisor.
12. Participate in all training sessions and attend mandatory meetings.
13. Perform other duties as assigned.

Other Duties

Please note this job description is not designed to cover or contain a comprehensive listing of activities, duties or responsibilities that are required of the employee for this job. Duties, responsibilities and activities may change at any time with or without notice.

Knowledge, Skills and Abilities

1. Must arrive on time to the Work Center by 7:00am.
2. Ability to work in adverse weather conditions.
3. Ability to complete given tasks within set time frames.
4. Ability to communicate professionally, both written and orally.
5. Ability to lift up to 50 pounds.
6. Ability to operate chain saw, weed eaters, edger's, blowers and other equipment.
7. Ability to operate equipment for 8 to 10 hours a day.
8. Knowledge and ability to read, comprehend and follow a map.
9. Ability to complete necessary paper work in a timely manner.
10. Ability to handle tools (i.e. pick, shovel, rake, hedge clippers, etc.).
11. Ability to work a flexible schedule including weekends and work overtime when required.
12. Knowledge of Organization's mission, vision and goals and execution of policies and procedures.
13. Excellent interpersonal and effective communication skills.
14. Ability to bring lunch daily in an appropriate container not to spoil in the heat; eateries are not always accessible near work sites.
15. Proven ability to develop strong business and employee relationships.
16. Perform other duties as assigned

Safety requirements:

- Complete on-site OSHA safety training



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- Use safe lifting techniques designed to minimize strain and work-related injuries.
- Stay hydrated while working daily, be especially prepared in hot weather to prevent dehydration, plan accordingly.
- Wear steel-toed shoes/boots or other footwear for safety and working on tough terrain.
- Wear hats and sunscreen to protect from exposure from the sun.
- Wear cool clothing that allows freedom of movement (Long pants required to protect the legs).
- Safety glasses and gloves are issued to you on the first day of work.
- Be aware of what poison oak/Ivy looks like and protect yourself accordingly. (Notify supervisor if you have any allergies to any plants or insects)
- Wash hands well with soap and water after handling debris and before eating.

Work Environment

Ability to work on rough, sloping and/or uneven ground. Position may require working in poor weather conditions.

Physical Demands

The physical demands described here are representative of those that must be met by an employee to successfully perform the essential functions of this job.

While performing the duties of this job, the employee is regularly required to talk, hear, perform competitive motions, finger dexterity, kneeling, crouching, stooping, crawling or exposed to various weather conditions. The employee frequently is required to stand; walk; use hands to finger, handle or feel; and reach with hands and arms. Specific vision abilities required by this job include close vision, distance vision, color vision, peripheral vision, depth perception and ability to adjust focus. Must be able to lift up to 50 lbs.

Position Type/Expected Hours of Work

This is a full-time position, and hours of work and days are typically Monday through Friday, 7 a.m. to 4 p.m. Flexibility is essential, evening and weekend work may be required as job duties demand.

Travel

Typically, minimal travel is required however some travel may be required to fulfill position requirements.

Required Education and Experience:

- Must have a high school diploma or equivalent.



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- Must be at least 18 years of age.
- Must be knowledgeable of standard landscaping equipment safety practices.
- Experience and knowledge of trimming, pruning and lawn maintenance. Experience with intervention for conflict resolution between crew members.
- Must complete first aid and CPR certification as offered through Easter Seals – Central Texas.
- Bilingual in English/Spanish preferred.
- Must complete onsite OSHA Training.

Fedcap provide equal employment opportunities to all employees and applicants for employment and prohibits discrimination and harassment of any type without regard to race, color, religion, age, sex, national origin, disability status, genetics, protected veteran status, sexual orientation, gender identity or expression, or any other characteristic protected by federal, state or local laws. We are an EEO employer committed to diversity, M/F/D/V.

No experience – starting wage \$10.00

Send resume or apply in person to the location(s) below:

Austin
315 E St. Elmo
Austin, TX 78745
Office 512-440-7819
Fax 512-441-6632

San Marcos
1770 Redwood Road
San Marcos, TX 78666
Office 512-392-5062
Fax 512-441-6632

Some benefit opportunities you may be eligible for while working with Easterseals;

Medical

Dental

Profit Sharing

Paid Time Off

Sick Leave

Overtime