

KALAGAN OUTDOOR DESIGN

EQUIPMENT OPERATOR LEVEL 1 & 2 JOB DESCRIPTION

We are seeking a skilled and versatile Landscape Construction Equipment Operator who possesses the ability to operate heavy machinery and is also willing to work hands-on in ground-level construction tasks. In this role, you will be responsible for efficiently operating a variety of construction equipment, such as excavators, and skid steers, to support landscape construction projects. Additionally, you will be expected to actively engage in on-the-ground activities, collaborating with the construction team to ensure the successful implementation of project plans.

Daily tasks will include but are not limited to:

Oversight and Delegation

- Maintain a small ground crew to assist with the excavation and site preparations before and during general construction.
 - This requires accountability and responsibility for the safety, efficiency and training of these employees.
- Reporting
 - Complete daily reports on all sites/projects under their supervision
 - Detailed reports of all site incidents, safety concerns, and employee infractions.

Training and Onboarding

- Assist in the training of new and existing employees
 - Review our SOP's as well as our company culture and expectations
 - Lead by example, ensuring that all employees are given the opportunity to participate in job site discussions, as well as ask questions openly.
 - Ensure that no employee is forced to perform a task that is exceedingly outside of their comfort zone and level of knowledge.

Continuous Growth and Learning

- All employees must be open to learning new ways of doing things and be able to adapt to changes in our procedures.
- All employees are expected to participate in the creation of our SOP's and voice any concerns or questions they may have during and following their implementation.

Being a Leader

- Empower team members with skills to improve their confidence, product knowledge, and communication skills.
- Maintain accountability for the mistakes made on behalf of your team, and ensure that they receive the training and mentorship to correct these mistakes in the future.
- Ask for help and/or assistance when you are unsure of how to proceed. Being a leader does not mean that you are not still a part of a team and it does not mean that you are expected to know everything all the time.
- Maintain open lines of communication with everyone on the team. We are all here to help each other and utilize our individual skills together.
- Participate in the growth of the company as whole by participating in meetings, contributing the implementation of new procedures and promoting the company culture.

Expectations

- Hardworking and driven
- Ability to mitigate conflict
- Organized and efficient with their time
- Able to work independently as well as part of a team
- Positive attitude and willingness to learn
- Punctual and reliable

What Kalagan Offers

- Opportunities for advancement
- Self guided training and learning portals as well as hands on training in the field
- Competitive wages and benefits packages
- Bonus program
- A fun and exciting work environment

Perks

- Company events
- Quarterly Team Breakfasts
- Employee lounge with TV, stocked fridge and snacks, arcade games, foosball
- Unique learning experiences
- Company vehicle for work utilization only

Job Types: Full-time, Permanent

Wage: \$30.00-\$40.00 per hour

Benefits:

- Company events

- Dental care
- Extended health care
- On-site parking
- Paid time off
- Vision care

Schedule:

- 10 hour shift
- Day shift
- No weekends
- Overtime

Supplemental pay types:

- Overtime pay
- Quarterly bonuses

Experience:

- Minimum 3+ landscape construction experience
- Minimum 5+ years of equipment operation experience
 - Proficient operating skid steer
 - Proficient operating excavator
- Minimum 3+ years general labor experience
- Mechanical knowledge required
- Experience securing and towing trailers up to 25'

License/Certification:

- Drivers License (required)

Shift availability:

- Day Shift (required)

Work Location: In person

By signing below you agree that you have read and understand the above description of roles and responsibilities which are required of you as well as your expectations of KOD. It also means that you intend to perform these roles and responsibilities to the best of your abilities.

MANAGEMENT (Print and Sign)

DATE

TEAM LEAD (Print and Sign)

DATE