

Class A (Expert Urban Forester) Job Description

A class A Tree worker is responsible for all aspects of a crew and maintaining profitable, safe, and consistent job completion. At this level you will be expected to know all aspects of the job and be able to perform all work. You will be required to train others and insure they are progressing. This position is both physically and mentally demanding but equally rewarding.

Compensation & Benefits

- Competitive base pay (Class A): \$25-\$35 per hour.
- Bonus Based on Crew Profit.
- Snow pay \$18-\$25, based on experience.
- 1.5x overtime past 8 hours per day.
- Independent Care Health Reimbursement Agreement (Health/Dental/Vision).
- Retirement plan.

Experience Requirements

- Outside hires must have minimum 5 years experience in the tree care industry and 2 years experience as foreman or other leadership role.
- Internal hires must have minimum 3 years experience and have gone through our leadership program.

Physical Requirements

- Must be able to lift up to 75 lbs repeatedly. Occasionally more.
- Must be able to stand and walk for upwards of 10 hours a day.
- Must be able to withstand temperatures as low as 0 degrees fahrenheit for extended periods of time with provided winter gear.
- Must be able to climb and be in a tree for a full day.

Skill Chart

- Must master all skills described in Class C and B Tree Worker Job Description with the addition of the following.
- Must be a certified arborist.
- Must be able to remove any tree with efficiency.
- Must be able to estimate tree prices.
- Must have leadership and communication skills.

Class B (Advanced Urban Forester) Job Description

A class B Tree worker must know all basic groundsman related skills with the addition to basic takedown skills. Class B Tree Workers can perform basic takedowns using both climbing and aerial lift with minimal supervision from a Class A Tree Worker. You must be willing to listen to criticism and learn. You must have spatial awareness and be safety conscious. This job is physically demanding and will sometimes require working in inclement weather. Year round tree work is supplemented with various snow removal tasks. Anticipation of the actions of others is critical. Outside hires need a minimum 2 years in the tree industry. If you're looking for a highly rewarding career with huge potential for earning and progression, this may be the job for you.

Compensation & Benefits

- Competitive base pay (Class B): \$17-\$20 per hour.
- Snow pay \$18-\$25, based on experience.
- 1.5x overtime past 8 hours per day.
- Independent Care Health Reimbursement Agreement (Health/Dental/Vision).
- Training & Development opportunities.
- Multiple career paths based on personal preferences
- Retirement plan.

Experience Requirements

- Outside hires must have minimum 2 years experience in the tree care industry.
- Internal hires must have minimum 1 years experience and have gone through.

Physical Requirements

- Must be able to lift up to 75 lbs repeatedly. Occasionally more.
- Must be able to stand and walk for upwards of 10 hours a day.
- Must be able to withstand temperatures as low as 0 degrees fahrenheit for extended periods of time with provided winter gear.
- Must be able to climb and be in a tree for a full day.

Skill Chart

- Must master all skills described in Class C Tree Worker Job Description with the addition of Aerial Lift Operation and Climbing.

Aerial Lift Operation

- Navigate and position lift for maximum reach to tree while minimizing impediment to ground crew.
- Fully set up, level lift, and operate all boom functions smoothly and without hesitation.
- Tie all Knots know by class c tree worker
- Assess entire tree and come up with preliminary plan for full removal.
- Identify future hazards to work process
- Set pull and rigging line.
- Know different cut techniques and their specific use:
 - Standard face cut/back cut (how wedge angles and hinge widths move piece)
 - Snap cut
 - Humboldt cut
 - Slip cut
 - Through cut (Cheaters undercut)
- Thoroughly explain the full movement of every branch that is cut including at what moment the force on rope is greatest and how that force is transferred into rigging material and tree.
- Be able to explain to rope runner what your intentions are for the material being cut and explain any special instructions you may have.

Climbing

- Set a climbing line in canopy (Identify most versatile and safest points).
- Know the different tie in methods and their uses:
 - Canopy DRT
 - Base tie DRT (secondary rope and pulley)
 - SRT if applicable
- Know all knots for aerial lift operation with addition of progress capture knot:
 - Blake's Hitch
 - Prusik
 - Mechanical device
- Know all rigging techniques of lift operator
- Able to ascend using one of many techniques:
 - Body thrust
 - Foot lock
 - Mechanical ascender

Class C (Groundsman) Job Description

A class C Tree worker must know all basic groundsman related skills. You must be willing to listen to criticism and learn. You must have spatial awareness and be safety conscious. This job is physically demanding and will sometimes require working in inclement weather. Year round tree work is supplemented with various snow removal tasks. Anticipation of the actions of others is critical. If you're looking for a highly rewarding career with huge potential for earning and progression, this may be the job for you.

Compensation & Benefits

- Competitive base pay (Class C): \$14-\$16 per hour.
- Snow pay \$18-\$25, based on experience
- 1.5x overtime past 8 hours per day.
- Independent Care Health Reimbursement Agreement (Health/Dental/Vision) .
- Training & Development opportunities
- Multiple career paths based on personal preferences.

Experience Requirements

- Must complete 6 month on the job training

Physical Requirements

- Must be able to lift up to 75 lbs repeatedly. Occasionally more.
- Must be able to stand and walk for upwards of 10 hours a day.
- Must be able to withstand temperatures as low as 0 degrees fahrenheit for extended periods of time with provided winter gear.

Skill Chart

- Maneuver truck with trailer in tow.
- Operate chipper.
- Operate track machine/loader efficiently.
- Maneuver material from drop zone to chipper/ log transport quickly, efficiently, and without damage to property.
- Accurately predict the weight of a given piece of wood based on size and species.
- Know all of the following knots:
 - Sheet bend
 - timber hitch
 - anchor knot
 - half hitch
 - clove hitch
 - cow hitch
 - bowline (running/standing)
 - slip knot
 - butterfly knot
- Accurately shoot a throw line through a 2 foot window at 70 ft.
- Set a rope using throwline.
- Properly set up friction device or pulley in best possible location for rigging.
- Accurately attach rope to friction device in reference to size of material being rigged
- Quickly and accurately lower material into positions that make for easiest processing
- Efficiently remove and return rope to aerial worker using variation of methods (Knots and rope flips).
- Using proper chainsaw techniques safely and efficiently dismantle material and position for easy removal for material processing.

Entry Level Tree Worker Job Description

This is an entry level position with absolutely no experience required. This position is designed as a springboard into a potentially rewarding career as a Tree Worker. All we ask is that you have a good attitude, a strong work ethic, and a drive to learn and progress.

Entry level workers are given 3 months to learn all the skills required of a Class C Tree Worker (See Class C worker job description). At that time we will assess if this job is right for you and promote or look into other positions.

Team Member Benefits

- Competitive base pay: \$13/hr with raise after 3 month probationary period should you meet all training requirements.
- 1.5x overtime past 8 hours per day.
- Independent Care Health Reimbursement Agreement (Health/Dental/Vision).
- Training & Development opportunities.
- Multiple career paths based on personal preferences.

Experience Requirements

- 3 month job training (to be extended during slow season or under authorization of leadership).

Physical Requirements

- Must be able to lift up to 75 lbs repeatedly. Occasionally more.
- Must be able to stand and walk for upwards of 10 hours a day.
- Must be able to withstand temperatures as low as 0 degrees fahrenheit for extended periods of time with provided winter gear.

Office Manager Job Description

As office manager, you will be required to coordinate day to day schedules, communicate with customers/team members, direct questions, respond to customer service requests, and handle basic financial information.

Working remotely is optional and dependent on certain factors to be discussed with leadership.

Required Tasks

- Answer phones and other incoming messages
- Correctly input request/job information
- Schedule estimates/jobs
- Respond to customer service requests
- Processing all non automated billing
- Processing Payroll

Team Member Benefits

- Work from home opportunities.
- Competitive base pay: \$12-\$18 Per hour
- Company profit-sharing.
- Independent Care Health Reimbursement Agreement (Health/Dental/Vision).
- Training & Development opportunities.
- Multiple career paths based on personal preferences.

Desired Skills

- Ability to speak calmly to, and empathise with, a frustrated customer.
- Display a high aptitude for attention to detail.
- Communicate clearly and concisely with customers and team members.
- Basic word processor skills.
- Basic computer troubleshooting skills.