



**NOW
HIRING**



**Landscape
Foreman**

Landscape Foreman

Possibly the Coolest Landscape Foreman Job Ever

How 'bout we skip right ahead to the center of the tootsie-pop? Our small business is located in Dyer, IN. We are biased—but we are pretty sure we are the coolest place to work for, ever. And we really believe that we are changing the world (you will see what we mean you check out our website! <https://www.groenlandscape.com/>). Honestly, the job is not all roses and puppy dogs—there is some good news and there is some bad news.

I personally want to thank you for taking the time to consider the Landscape Foreman position, from Visionary, Chad Groen (you can copy and paste it to your browser):

<https://loom.com/share/245b3cc9203c484ba4c74604ccfaabd8>

Let's get the bad news out of the way first, this job is not for you if:

- Your attitude sucks. Sorry, no crabapples allowed.
- You don't like people. This is a communication and leadership-centered role.
- You have no desire to grow with the company. We are out to take on the world and make it better in the process :)
- You are seeking set hours. A majority of our work is seasonal, so we need to install 12 months of revenue in 10 months. (This is also a bonus though as winter months are more relaxed) and with good leadership skills, you can set your schedule. We try to get everyone home by 5:30 pm for dinner, but this, unfortunately, does not always happen yet...
- You do not enjoy being outside all day in all weather conditions (heat, cold, rain).
- You want to work for an hourly rate. We are looking for hungry performance incentives team members (more on this below).
- Language barriers between Spanish and English frustrate you. We are a diverse team and communication at times can be more challenging if you are not bilingual, but certainly not impossible.
- We do not offer 401k benefits at this time but are committed to seeing this set up in phase 2 of our business plan.
- We do not offer company insurance but prefer to pay above industry wages so you can price shop what works best for your family's needs.

Now let's talk about the good stuff. As a team, we are faithfully pursuing the 3F lifestyle: **Fulfillment of Job**, **Freedom of Time**, and **Financial Security**. We list these in order to ensure we are being intentional (and depending on the hiring site they will appear color-coded below, but if not you will notice an initial key FJ, FT, and FS).

1. **(FJ)** You will be respected and **paid as an owner**, not an employee.
2. **(FJ)** Work with other like-minded, hard-working, and conscientious team players with an owner mindset.
3. **(FJ) We love to spend money on making people, processes, and equipment better.** The words "continual leadership development" should excite you.
4. **(FJ) The work is fun, fresh, and dynamic.** You will be working with your hands and the best industry tools to install stunning outdoor landscape projects for raving clients.
5. **(FJ) You are getting in early on phase 1 of our big, hairy, audacious business plan** so if future growth is what you seek and desire now is the time to jump in.
6. **(FJ) We aren't big on unnecessary stress.** So, while we will expect you to work efficiently and get things done, we pride ourselves on having continual HOT discussions (honest, open, and transparent) mixed with respectful team fun and joking.
7. **(FJ)** You will be assigned **YOUR OWN equipment** so you know it works when you need it.
8. **(FJ) You will help build your ideal installation team the way you like;** no flipping of people around on jobs all the time.
9. **(FJ) You will experience things, do things, and make decisions** on things that no big stuffy company would ever allow you to do. You will be able to dictate the work you do.
10. **(FJ) You are life-hungry and have big personal dreams** that can be fed by your professional passions. (Otherwise said, "You never wish for more than you are willing to work for")
11. **(FT)** 90% of our projects are right here in Northwest Indiana or within 1 hour of Dyer, IN so you will sleep in your own bed each night.
12. **(FT) With our "Owner Pay Program"** once you complete your minimum scheduled project timeline per week you can decide your schedule. For example, if you finish on your scheduled project timeline on Thursday you can either start a new job Friday or go home early to enjoy a beach weekend.



13. **(FT) There are 7 Days of PTO** for Holidays year 1 + We never work Sundays.

14. **(FS) Work with an entire team dedicated to getting paid for WHAT we do NOT HOW LONG we do it** (more on this in the interview).

Now, let's talk about the job requirements:

1. **You are ultimately responsible for delivering the sales promise** and turning excitedly-expectant clients into raving fans by installing the landscape work sold by the sales team.
2. You need to possess a **servant leadership attitude** to lead your team; think win-win.
3. The type of work is divided into (2) main groups that you need to have experience installing either: **Hardscaping or Softscaping**.
Softscaping: Brick Edging, Decorative Stone, and Plants
Hardscaping: Patios, Retaining Walls, Grill Islands, Fire/Water Features
4. **Communication skills are important to your leadership role.** You will be expected to communicate in English.
5. You will be given a phone/tablet to log your job times, track your schedule, and review job information and will need to **know the basic use of smart device apps**.
6. **You build to last.** You understand that we serve high-end clients who trust you to build them an amazing outdoor living space and beauty is in the details. You pride yourself in your craft of doing expert work.
7. **Basic math skills are** required to measure, check grades, and use tools like levels and “zip levels”.
8. **You love the work, but understand HOW to delegate** jobs to your team.

In short, your job is to help execute the business plan specific to operations. As a company with shared core values, we do this through Dreaming Big, Building to Last, Sharing the Good, Doing the right things consistently, and living out a 3F lifestyle. You need to be hungry, hustle, humble, and have big personal dreams



that can be fed by your professional passions. Otherwise said, "You never wish for more than you are willing to work for."- Denzel Washington

If this is a job that gets you excited that you would even do it for free, we would totally accept that offer from you. But if you prefer compensation (and we totally get it... we prefer getting paid as well) this is what we offer: This is a full-time, leadership position for **Landscape Foreman**. The pay varies by your **experience level 1, 2, or 3**. You are given an hourly "experience rate" between \$25-\$35/ hour and based on the number of projects you install can expect to earn **\$65,000 to \$90,000 in 10 Months + the option to plow snow in winter!** You must come to our office in Dyer, IN, and plan to work at local job sites to do your job.

In addition to being a detailed person, you must follow systems and processes. In fact, just to prove that you are detailed oriented and can follow procedures when you apply for this position please also fill out the following form:

<https://www.groenlandscape.com/landscaping/> in the application memo you must include the quote "**Construction Ninja**". Yep, that's our little trick to sort out the people who blanket send their resume to anyone and everyone, from the folks (that's you) who are truly interested in this position.

We are looking to bring our new colleagues on board as soon as possible, but we will spend the necessary time to find the best fit both in abilities and culturally. One thing that will give you a BIG leg up (but is optional) is to send a quick video in along with your resume (in fact, everyone who works here is very familiar with this process). Your video tells us why you think you're perfect for this job and why you will rock this position. This is purely for us to get a sense of your personality. And if you decide not to send a video (that's ok), please tell us why you chose not to send in a video.

We can't wait to meet you!

