



## Now Hiring!

### Ecological Crew Leader Position (\$30-50 DOE)

**About Us:** At Mariposa Gardening, we build beautiful gardens that bring the natural world to the built environment. We are looking for motivated leaders to help us grow our company together and who are excited about the cooperative! All employees of Mariposa are encouraged to join our team to become Worker-Owners.

#### Benefits:

- Accrued sick and PTO
- Matching IRA
- Opportunity to co-own in profitable business
- Supportive team environment
- Opportunity to expand skillsets

#### Crew Leader Position Description:

The Ecological Crew Leader (CL) is responsible for managing the Mariposa Installation Crew and overseeing the successful delivery of our garden installation projects with the support of the Project Manager and Designer. The Crew Leader will work to ensure projects are delivered to Mariposa standards of excellence in craftsmanship while prioritizing safety, timeliness, and adherence to the given budget and design.

#### The Crew Leader Job Role includes the following:

1. **Oversee the Daily Construction Process of Our Garden Installations**
2. **Oversee the Installation Crew(s)**
3. **Oversee the Care of All Tools and Equipment for the Installation Department**
4. **Conduct Client Communication as Needed**
5. **Training**
  - Conduct technical training on the subjects listed in the **Technical Skills** section.
6. **Technical Skills:** The Crew Leader must have experience and skills in the following areas:
  - **Irrigation**
    - Design the system, build the manifold, and document irrigation lines/layout.
  - **Flagstone Setting**

- Lead a team to put in finished flagstone and know how to properly cut stone, can build a simple wall.
- **Carpentry**
  - Build raised beds/fences with ecologically sourced woods.
- **Mobilize And Organize Job Sites**
  - Establish where all tools and deliveries go and keep them organized throughout the project.
- **Open and Close Site**
  - Open and close the site every day to ensure there is an organized workflow.
  - Make sure the tools are secure and protected from the weather, make sure there are no dangerous obstacles that our clients may encounter, and make sure the site is clean and tidied up at the end of the day.
- **Team Leadership**
  - Guide the team on tasks related to the installation.
  - Know who and how many and how long each person should be working on tasks.
  - Build team morale and keep the team motivated.
- **Plant Health**
  - Take care of plants from the time they are delivered to the site until they are installed.
- **Trouble Shooting**
  - Demonstrate the ability to fix and prioritize unexpected problems in the field.
- **Mariposa Ecological Standards**
  - Keep the ecological aspect of Mariposa at the heart of all installations.
- **OSHA**
  - Demonstrate knowledge of OSHA and enforce rules and regulations to keep the Jobsite safe, healthy, and clean.
- **Diversity Training**
  - Be able to lead weekly diversity training skills and hold a safe workspace devoid of sexual harassment, harassment, bigotry or racism.

### **Qualifications:**

- Valid CA drivers license
- 3+ years Crew Leading experience
- Ecological landscaping experience
- A smartphone
- Truck or vehicle that you can use to move tools and plants on a daily basis

### **Highly Desired Skills:**

- Advanced Stonework
- Advanced Carpentry
- General Contracting
- Pond Building Expertise
- Rainwater Harvesting

- Greywater Systems



Mariposa  
Gardening & Design  
Cooperative, Inc.

Design | Installation | Maintenance

Please submit your resume  
and cover letter to: [info@mariposagardening.com](mailto:info@mariposagardening.com)

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