

Permaculture / Landscape Company Manager / Site Lead

RED ANT WORKS, INC. - 20+ year landscape construction and horticultural care company seeks manager and site lead in Park City, Utah

Founder wishes step away from daily operations and seeks manager to oversee daily and season's operations. Company, founded in the mid 90's, developed methodologies in the commercial landscape setting with Nature as Teacher. We have been voted "Best Landscaper" in Park City several years in a row. We are best known for our organic practices, our attentive customer service, crew knowledge / training and our inclusive work culture.

We are at 7,000' elevation and our site work runs roughly April – early November. Winters offer open space for travel / ski.

There is pre and post season administrative work.

Covid considerations: In 2020 protocols were written by crew and founder and we completed a successful and sans-Covid season.

Position responsibilities and activities – the intent of this list is to describe the nature and scope of this position. Hiring is not contingent upon mastery of each of these elements. Experience in these areas is preferred but not a requirement to apply for the position.

This position is a 2+ year commitment.

KNOWLEDGE & SKILLS & DAILY RESPONSIBILITIES

- Horticultural care
- Landscape construction
- Physical stamina for the rigors of site work
- Water flows, catchment, grading for optimum storage / retention
- Soil health / biology
- Site management: running crews and interface with clients
- Daily, weekly and annual paperwork / documentation
- Personal time management
- Project scheduling
- Non-violent communication and conflict resolution
- Fleet management & care (3 vehicles)
- Inventory management / ordering
- Vendor & subcontractor coordination
- Budgeting & resource allotment

CREW RELATIONS

- Collaboration with hiring & training
- Site management
- Human resource recordkeeping
- Work with staff whose English is second+ language
- Conflict resolution
- Sales
- Team-building / trust-building
- Cultivating playfulness and fun while maintaining safe workspace

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LEADERSHIP

- Upholding safety and Covid protocols
- Continued study, education & coursework
- Assistance with spring, crew orientation and training protocols
- Modeling disciplines and standards you would like to see your crew

FOUNDATION

- Working alongside Gaian/permaculture systems to achieve client goals & co-worker relations
- Upholding social and environmental ethos and company tenets
- Self-reflection / self-awareness / courageous devoir

DEVELOPMENT

- Collaboration with founder/owner and crewmembers and Nature
- Company community service
- After second year, development into new areas of company focus

REQUIREMENTS:

- Completed Permaculture Design Certificate
- Minimum 2 years with related work
- Human and project management experience
- Plant knowledge
- Two year commitment
- Reside in Park City, Utah
- Sense of humor

To apply send cover letter and resume to redant@xmission.com – please include:

- Location of PDC, teachers and any other permaculture / soil trainings
- All work experience related or otherwise
- Passions, hobbies, curiosities
- Certifications or courses completed, such as CPR, non-violent communication, first aid, etc.
- List of references both personal and professional

Compensation

- Salaried position \$44,000 - \$52,000* (approx.. 7-8 month season of site work)
- Season-end bonus commensurate with accomplishments and profits
- Paid vacation – 40 hours (can take post-season or during)
- Self-care: optional monthly acupuncture and massage
- Retirement account with matching contribution after first year
- Season is weather dependent and generally runs April – November (compliments winter travel / volunteering / ski jobs)

* Compensation commensurate with experience

*This position will start virtually and with an hourly training wage prior to site work commencement.

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