



JOB DESCRIPTION

Position Title: Site Supervisor

Department: Landscape Maintenance

Reports To: Production Manager

Classification: Full-Time, Hourly, Non-Exempt

Position Overview

The Site Supervisor primarily delivers supervisory support to Crew Members in the field. This position is a production leadership role, requiring leadership and employee training skills, use of technology, exceptional teamwork, attention to detail, and meeting critical deadlines.

An individual in this role leads by example and exemplifies Perficut's standard of excellence. This position will identify training needs and facilitate training for crew members in the field. A constant awareness of safety standards and compliance on job sites is also a big part of this position.

In addition to the above-mentioned responsibilities this individual will be responsible for ensuring that production quality standards are met daily through proper guidance and communication to the reporting employees.

Site Description

- Large, multi-acre campus
- 40+ acres of irrigated turf
- Over 100 irrigation zones
- 100+ acres of Nebraska native prairie grasses
- Thousands of square feet of plant material beds

Benefits

- Hourly wage range \$23.00 - \$28.00
- On-the-job training provided
- Opportunities for advancement
- Learn new skills and cross-train with other departments
- Support for getting your pesticide applicator's commercial certification
- 90-day retention bonus for employees in good standing
- Uniforms and equipment provided
- Paid holidays and PTO package
- Medical, Dental, and Vision insurance, 401(k), and Employee Assistance Program available

Day-to-Day Stuff

- Provide leadership, mentorship, and hands-on training to develop seasonal crew members to complete daily required tasks with special attention placed on quality, efficiency and safety standards
- Ensure proper equipment is loaded for the crews each day
- Assist in keeping all equipment clean and serviced for daily use
- Identify turf pests and diseases
- Apply pesticide and fertilizer applications
- Manage irrigation system, including but not limited to trouble shooting, repair, and spot watering
- Assist in all daily tasks including but not limited to mowing, bed maintenance, and policing grounds

- Coordinate and monitor crew members' work with special attention placed on quality standards, adhering to safety program expectations, and delivering the services outlined in the clients' contract, work order or other directive
- Assist with crew member disciplinary actions
- Ability to float among crews as needed for appropriate staffing
- Responsible individual when two or more crews are working together
- Accurately record crew hours and report information to the production manager
- Responsible for confirming crew hours worked and reconciling against approved scheduling tools
- Communicate professionally with Production Managers, business partners (vendors/clients) as well as internal customers (co-workers)
- Respond to work order requests issued by production managers
- Demonstrate proficiency in operating all equipment and tools needed for daily tasks for this role and crew member roles
- Other duties as assigned

Characteristics Needed to Succeed

- Must have a valid driver's license and eligible to be covered by company's insurance policy
- Possess 3OT pesticide license or ability to obtain licensure with 45 days of hire
- Minimum of 3 years of relevant experience
- Demonstrate mastery of skills gained through prior training
- Ability to train and coach employees on the standards of safety and quality at Perficut
- Ability to assess situations and make appropriate decisions
- Proficient use of basic, in-field technology
- Ability to work in a safety aware environment
- Ability to work in all types of weather conditions
- Regular and prompt attendance required
- Ability to work outside regular business hours as needed
- Able to perform physically demanding work outdoors in a variety of weather conditions
- Strong verbal and written communication skills
- Ability to think critically with strong situational awareness

Physical Demands

The physical demands described here are representative of those that must be met by an employee to successfully perform the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

While performing the duties of this job, the employee is regularly required to talk and hear. This position is very active and requires standing, walking, bending, kneeling, stooping, crouching, crawling, and climbing all day with the ability to be mobile throughout required work areas. The employee must frequently lift and/or move items up to 50 lbs. The employee will be required to generate up to 75 lbs of push/pull force when maneuvering various equipment/supplies. Specific vision abilities required by this job include close vision, distance vision, color vision, peripheral vision, depth perception and ability to adjust focus.

Work Environment

While performing the duties of this job, the employee will be expected to work outside in all types of weather conditions; conditions include occasional extreme heat exposure due to natural climate. The noise level in the work environment can be loud; vibration levels are moderate.

The Perficut Way...

At Perficut, your success is our success, and we are committed to your development. If you want to be a part of the greatest site management company in America with the opportunity to make a difference, this is the place for you! Our dedicated team of inspired individuals makes working here a great career experience, where your ideas and efforts count towards endless opportunities.

How to Apply

<https://perficut.com/careers/current-openings/>

Pre-Employment Lift Test & Drug Screen Required

Proof of employment eligibility is required

Perficut is an Equal-Opportunity Employer

Posting closes 4/25/2025