



### **About Cold Creek**

Our mission is to help create beautiful spaces that invite peace, refuge, and connection. Our core values support and reflect the spirit of that mission, we always have a can-do attitude, especially when the way forward is not clear. We look out for each other. We step up to help when we see one of our own in need. We help our customers succeed. Finally, we own our outcomes. No excuses. As a team, we call upon each other to live up to these values every day and in everything we do.

### **Purpose of Position**

To complete landscaping installs through the operation of various equipment. We're looking for someone who loves to work outdoors and in teams. Take pride in seeing landscaping projects through to completion.

### **Job Duties & Responsibilities**

- Operate equipment including Mini-Excavator, Skid Steer, and Tractor
- Assist with landscaping installs
- Load and unload equipment from vehicles and trailers
- Actively involved in workplace safety

### **Qualifications**

- Must be experienced in operating equipment, know proper tie down techniques, and know how to shoot grade with a transit level
- CDL a plus, but not required
- People-oriented, friendly, honest, and respectful
- Positive attitude is everything
- Works well on teams - others can rely on you
- Strong knowledge of plants and gardening preferred but not required
- Ability to deal with problems and resolve them
- Enjoys a fast-paced environment with the flexibility to adapt to change as needed
- Willing to be coached, including constructive feedback

### **Working Conditions and Physical Requirements**

- Position sometimes requires working weekends and evenings as needed. Also required to work outdoors in extreme weather conditions.
- Able to lift approximately 50 pounds without assistance
- Must be capable of sitting, squatting, standing, kneeling, bending, or walking throughout the workday and for extended periods

### **Compensation and Benefits**

- Starting at \$15-\$18 per hour, depending on experience
- Opportunities for advancement
- 20% Discount in retail store after 90 days
- Eligible to participate in health Insurance (medical, dental, vision) after 90 days
- Eligible to participate in our 401(k) Plan after one year

### **Requirements**

- Must be authorized to work in the US and have reliable transportation
- Cold Creek is a drug-free company. We test all new applicants and randomly test after hire.