



## Overview of Role

<b><u>Position:</u></b>	<b>Main Campus Landscaping Supervisor</b>	<b><u>Department:</u></b>	<b>Grounds</b>
<b><u>Class:</u></b>	<b>Full-Time Regular</b>	<b><u>Wage:</u></b>	<b>Dependent on Experience</b>
<b><u>Status:</u></b>	<b>Hourly Non-Exempt</b>	<b><u>Reports to:</u></b>	<b>Director of Plant Services</b>
<b><u>Notes:</u></b>		<b><u>Revised:</u></b>	<b>02/07/2023</b>

### Our Mission:

**We are a community of believers operating Adventist schools, ministries, and businesses in harmony to educate youth to have a transforming influence on the world as disciples of Christ.**

### Our Vision:

**To graduate students with the highest standard of intellectual and moral culture and thus be the leading sustainable Adventist educational model and resource for Christian leaders.**

#### **Why:**

- The Fletcher Academy Main Campus is a large campus community near to vibrant, active church families, a large AdventHealth community presence including a regional hospital across the street, offering physical, mental, social, and spiritual Food for Life. The physical environment and landscape of this campus community is much more than just a backdrop. It is a three-dimensional living canvas, upon which we draw attention to our Creator God through beautiful, purposeful, cared-for outdoor spaces, where students may “learn with purpose” or “find their purpose,” where one may rest or be active, be inspired, motivated, or quietly reflect, in solitude or while building relationships with others, and draw us closer to our Creator God. Simply put, our desire is for the land itself to beckon to body, mind, and spirit by offering a dynamic, fulfilling, peaceful, and compelling place to work, learn, recreate, visit, or even call home.
- The Grounds Department is a vital part of a Fletcher Academy education, which features an integrated work-study program as an essential component of its curriculum. Students work nearly everywhere on our campus, building practical skills and developing a strong work ethic as they are trained and mentored by caring, knowledgeable, patient, and kind supervisors who help to prepare each student on their teams for a Life with Purpose.

#### **How:**

- **This role serves** as the leader responsible for creating, preserving, and maintaining beautiful, attractive, well-maintained outdoor spaces on the Fletcher Academy main campus.
- **Cares** for our outdoor spaces, helping to set and maintain appropriate expectations and serving as a primary point-of-contact for timely resolution of concerns through an efficient service request system / process, paying careful attention to the outdoor spaces where our employees, students, residents, and visitors live, work, learn, and play.
- **Identifies and engages** others who may desire to help beautify the campus and/or share their knowledge and experience with others, enabling them to serve as an important part of the mission of Fletcher Academy, Inc. Ministries.
- **Cultivates** in students and others a life-long love of caring for God’s creation, nurturing living things as one of humanity’s first roles given by our Creator,, mentoring them and developing positive work ethic, teamwork, and appreciation for manual labor, especially in the areas of landscaping, lawn and yard care, greenspaces, naturescapes, etc., emphasizing the many benefits thereof.
- **Creates** aesthetically pleasing and functional outdoor spaces to reflect, pray, and seek communion with God and others, where opportunities to connect, learn, grow, exercise, and relax are abundantly available and rewarding to the individual, beneficial to the environment, and harmonious with our mission and vision.
- **Plans and executes** seasonal plans to create frequently renewing “wow” areas that are a draw to our campus and a treat for the senses.
- **Researches and adopts methodologies** to reduce dependence on chemical fertilizers, pesticides, and interventional methods of maintaining manicured greenspaces, identifying alternatives which reduce associated expenses and promotes permaculture and naturescaping concepts as beneficial alternatives to traditional landscaping where appropriate.
- **Proactively seeks** new revenue sources with an entrepreneurial spirit, with a guiding hunger and thirst for “*doing the right thing at the right time for the right reason.*”
- **Actively leads by example**, performing necessary maintenance of campus common areas, including mowing, trimming, leaf & other debris removal, ice and snow removal when required, etc., while seeking to creatively minimize the resources required to maintain aesthetic standards.
- **Develops and mentors** a student-led team to perform the above, setting high standards, monitoring performance, and coaching each individual to their potential.
- **Communicates** routinely with Senior Leadership Team regarding issues affecting areas of responsibility, and presents new projects and ideas related to this role.
- **Pursues** personal continuing education (webinars, conferences, online learning, etc.) to stay current on the subject of emerging landscaping best-practices, trends, new developments, methods, equipment, sustainability, etc.
- **Assists** with other projects and tasks as assigned.

#### **What (Qualifications):**

- Previous professional and/or other extensive experience in landscaping / grounds, to include hands-on first-line labor. Must have a willingness to be a “head-doer,” performing mowing, trimming, blowing, leaf and litter removal, etc. in all types of weather, thus leading by example.

- Proven track record of positive leadership, to include supervision of high school students and adults of varying ages, experience, and ability.
- Effectively communicates both verbally and written (required to be fluent in English; bi-lingual is a plus, but not required).
- A working knowledge of both mobile and desktop technology platforms.
- Lifting requirements < 75 lbs.
- May sit, stand, walk, or perform manual physical labor of varying intensity for extended periods.
- May require stooping, bending, standing, crouching, and a moderate - high level of physical dexterity with moderate - high level of physical exertion
- The person should be a living example of the manifested benefits of living our values, i.e. practically demonstrate the health message of the Seventh-day Adventist Church in body, mind, and spirit.
- May work a flexible schedule, including some evenings, weekends, during emergencies requiring Grounds crew involvement such as snow and ice removal, storm cleanup, etc.
- Must have a sincerely expressed desire to serve Christ, a practicing Seventh-day Adventist Christian who is upholding by living the values thereof, and a willingness to be part of a dynamic, diverse team serving in a drug/alcohol/tobacco-free campus workplace environment.

**Who:**

- Reports to the Director of Plant Services. May supervise multiple student and adult employees and/or volunteers simultaneously.

**Expectations:**

- The mission drives everything we do; students are central to that.
- We collaborate with team members to put the best of the organization first.
- We are supportive of others and open to their ideas.
- We focus on God and work towards unity.
- We take responsibility and initiative in a timely fashion.
- We thank volunteers and donors at every opportunity.
- We bring our best effort, no excuses.
- We operate with grace, flexibility, respect, professionalism, excitement, and energy.
- We identify and fill unmet needs.
- We communicate, regularly talking in person or calling team members, including the President.