



Overview of Role

<u>Position:</u>	Grounds Supervisor	<u>Department:</u>	Campus Grounds
<u>Class:</u>	Full-Time Regular	<u>Wage:</u>	\$23.37 / hr. (approx. \$48,600 / yr.)
<u>Status:</u>	Hourly (Non-Exempt)	<u>Reports to:</u>	Campus Grounds Coordinator
<u>Notes:</u>		<u>Revised:</u>	07/29/2025

Our Mission:

We are a community of believers operating 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 educational model and resource for Christian leaders.

Why:

- The Grounds Lead has a unique opportunity to make a meaningful impact on our campus community by creating and maintaining a beautiful environment that glorifies God. Your work will inspire others to see the beauty and wonder of God's creation, providing opportunities for worship, fellowship, and stewardship. You will be an integral part of a team that is dedicated to maintaining a sustainable and inspiring campus environment that glorifies our Creator God.
- The Fletcher Academy, Inc. Ministries 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 to *"Find their Purpose."*

How:

- **This role serves** as the front-line leader responsible for leading a team of student workers to perform routine and non-routine grounds maintenance, maintaining outdoor areas of our campus, including Captain Gilmer Christian School, Fletcher Academy, frontage / parking areas, Fletcher Park Inn, the Lelia Patterson Fitness & Aquatics Center, and other common areas.
- **Cares** for each part of the campus by helping to set and maintain appropriate expectations of grounds maintenance and landscaping while serving as a point-of-contact for timely resolution of concerns through an efficient service request system / process.

- **Identifies and engages others** who may desire to help beautify their community and/or share their knowledge and experience with others, enabling them to serve as volunteers, also.
- **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, emphasizing the many benefits thereof.
- **Creates and maintains** aesthetically pleasing and functional outdoor spaces to learn, live, work, play, worship, and grow, to 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 mission and vision.
- **Plans and executes** seasonal plans to create frequently renewing "wow" areas that are a draw to visitors, students & families, and employees alike.
- **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 natural-scaping 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 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 community aesthetics.
- **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 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, sustainability equipment, 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 direct labor. Must have a willingness to be a "head-doer" and lead by example, performing mowing, trimming, blowing, leaf/litter removal, etc. in all types of weather.
- Proven track record of positive leadership, ideally 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 Campus Arboreal & Horticultural Development. 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.

