



LandCare had a **Production Manager** position for our **San Clemente Crews**. We are looking for a hort, field and equipment knowledgeable manager with computer skills, customer service skills and at least 2-3 years of leadership experience who can lead and develop a team of about 25. Bi-lingual would be awesome but is not a deal breaker.

This individual would report directly to the Branch Manager and can be based out of either our Santa Ana yard location or our San Clemente Yard location but would be spending 80% of their time managing crews in San Clemente.

**Interested individual should email their resume to Nicole Hill, Branch Manager  
[nicole.hill@landcare.com](mailto:nicole.hill@landcare.com)**

### **Position Summary**

Provides high quality landscape services for maintenance and enhancement contracts through successfully management and development of crew talent. This position oversees new procedures implementation, labor and material costs and is the master trainer of horticulture and landscape installation.

### **Position Duties**

- Ensures client expectations are executed through quality assurance of job sites.
- Identifies opportunities for more efficient processes in order to achieve gross margin targets.
- Develops and maintains crew member relationships to ensure a positive and productive work environment as measured by crew member retention.
- Mentors supervisors to train and develop crew member talent and bench strength.
- Leads the successful on-boarding of new crew members and overall crew member retention and engagement.
- Schedules and coordinates crews and job site maintenance objectives.
- Performs informal and/or formal landscape quality audits to ensure client and company standards are met.
- Recommends enhancement and maintenance opportunities.
- Involved in branch growth through sales and marketing initiatives, especially with contract renewals.
- Ensures profitability goals are in alignment encompassing costs for subcontracted services, materials, equipment, projects, labor, crew member uniforms, personal protective equipment, etc.
- Leads a culture of safety and quality through daily training focus and monthly standards training.
- Exercises the usual authority of a manager in relation to hiring, coaching and counseling, performance management, assigning and re-directing work load of crew members, and terminating employment.
- Meets profitability goals through proper planning of monthly operations including ordering of materials, supplies, inventory maintenance, and crew member labor.
- Supports and promotes company standards including company culture, company goals and objectives, and state and federal laws or regulations.
- Performs other duties as assigned.

LandCare  
Nicole Hill, Branch Manager  
OC South Branch  
216 N. Clara St.  
Santa Ana Ca 92703  
P 949.559.7771 • C 951.205.6139  
[nicole.hill@landcare.com](mailto:nicole.hill@landcare.com)  
<http://www.landcare.com/>