

## Valley and Ridge Forestry Employment Application: Tree Care Assistant

### **About Valley and Ridge Forestry:**

We are a growing tree care company focused on pruning, removal, support cabling, and lightning protection. We are based in east Knox County and operate throughout the surrounding counties as well as the occasional trip to Middle TN and beyond. Our motto is "Use the whole tree" inspired by the old stories about Great Plains Natives "using the whole buffalo". We aspire to treat the trees we work on as a resource being managed rather than a nuisance requiring disposal, as such we are always looking for creative new ways to get this valuable resource into the hands of those who can use it.

When it comes to the nitty gritty of tree care, we aspire to be the kind of company that clients can enjoy working with. We want people to want to do business with us because they like us and trust us. That means being polite and considerate, treating the client and their property like they're one of our own, and leaving their property better than we found it.

We recognize that tree care can be a hazardous industry. With this in mind, we encourage our people to always be learning. We believe that finely honed skills and the awareness of when to apply them equal safety, so we strive to empower our people to take their time and make good decisions. You won't find us rushing through jobs and cutting corners, that would be a violation of the trust of our clients. Above all else, we at Valley and Ridge Forestry insist on operating in good faith toward our clients and our team.

### **Position:**

Tree Care Assistant (Level 1 Team Member)

### **Position Summary:**

This position is a generalist position with duties centered around fulfillment of tree care contracts in the field. Additional tasks will include: client visits, equipment maintenance, wood debris processing, and skills development.

To maintain the high standard of care that clients expect, Valley and Ridge Forestry hires talented, hard-working professionals committed to doing their jobs well. We're looking for people who have a resilient, optimistic attitude, who can thrive as part of a team, who enjoy working within a disciplined, safety-focused environment, and who appreciate working outdoors.

### **Time Commitment**

This position will start as part time @15-25 hours per week. As skill is developed, there will be opportunity for increased hours.

### **Employment Benefits**

- competitive, skill-based pay scale
- potential for advancement
- skill development and personal growth
- paid continuing education
- sales commissions

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### **Duties and Responsibilities:**

The job can be expected to include, but not be limited to the following tasks:

- arrive to work on time and ready to work
- wear appropriate PPE at all relevant times
- take necessary precautions to protect client property
- be attentive and responsive to commands from climber aloft and foreman on the ground
- interact directly with clients on fulfillment and/or job consults
- clean up all jobs to a level above and beyond client expectations
- operate a chainsaw safely, efficiently, and effectively
- set up rigging installments, run rope, tie knots, keep rope clear of debris and entanglement
- lift heavy, odd shaped objects on variable footing (i.e. hauling brush and log wood)
- assist in all aspects of tree work including but not limited to: pruning, removal, support cabling, lightning protection installation, planting, and healthcare applications
- take photos and video for company promotional material
- operate machinery such as, but not limited to: brush chipper, skid steer, dump trailer, knuckle boom, log splitter, stump grinder, aerial lift, etc.
- drive a vehicle while towing, including backing up in tight spaces with minimal margin for error
- maintain high quality of work in variable and less-than-ideal weather
- learn basics of aerial rescue and (optional) basics of climbing-based tree work

### **Minimum Job Requirements**

- High school diploma or GED
- Ability to lift 50lbs
- Reliable transportation and valid driver's license
- Ability to be on time
- Ability to conduct oneself safely in a dynamic work environment
- Ability to handle power tools and heavy equipment safely and with good sense
- Ability to pass pre-employment drug screen and background check

### **Desired Skills and Experience**

The following factors will weigh heavily on acceptance to the position. A person who lacks these things will be encouraged to make up for them with general aptitude, learning ability, and work ethic.

- experience operating a chainsaw
- >1 year tree work experience
- tree climbing experience
- secondary education in horticulture, forestry, environmental science, or other related field

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### **Conditions of Employment**

- Possession of valid Tennessee driver's license
- Must pass pre-employment criminal background check
- Must pass pre-employment drug screen and submit to random drug testing throughout the period of employment
- Must pass pre-employment interview screening which will consist of multiple rounds which may include phone, in-person, and/or on-site interviews; and skills/knowledge testing and personality profile testing.
- Valid references

### **Non-negotiable Working Conditions Related to Physical Effort and Bodily Risk**

- This job involves extensive physical activity and will require strenuous work involving the pushing, pulling, or dragging of odd objects over 50lbs on uneven terrain.
- This job involves considerable exposure to unusual elements, such as but not limited to extreme temperatures and weather, dirt, dust, tree resins, poisonous plants and insects, fumes, smoke, unpleasant odors and loud noises.
- This job involves the operation of equipment and execution of skilled techniques whose irresponsible use can result in catastrophic or even fatal injury.
- This job requires that all team members follow extensive safety precautions and will require the use of personal protective equipment.

### **Equipment Provided by Valley and Ridge Forestry**

Team members will be expected to use personal protective equipment (PPE) at all applicable times. Team members will be expected to care for and maintain this equipment to a high standard. The following PPE will be provided by Valley and Ridge Forestry:

- hard hat/helmet
- chainsaw chaps
- safety glasses
- ear protection
- gloves