

## GROW WITH US

At KEI we recognize that our people shape our future and direction. That is why we value capability over experience and attitude over knowledge. The KEI team has grown us into one of the most respected (and fun) companies in the industry. Our unique and dynamic culture, influenced by a strong value system, sets us apart from other firms. It is important that our employees feel part of something special, which is why we are committed to providing both an enriched professional and social experience for all. KEI strives to provide opportunities that encourage our associates to grow and contribute. Our facilities and our equipment, our technology, and our knowledgeable and supportive management staff are all in place to help you become the absolute best you can be. We offer you more than a chance to success. This is where you can thrive. Our environment is energetic, our people are motivated and our career paths can take you where you want to go.

### Current Opportunities in Landscape Management – Oak Creek, Waukesha, Elm Grove and Glendale

#### Landscape Management Crew Leaders and Technicians

Key Responsibilities for Crew Leaders:

- Safety – Ensuring all safety procedures are followed at all times.
- Production – Meeting or beating contracted budgets.
- Quality – Previews sites and directs fellow crew members to ensure quality.

Requirements for Crew Leaders:

- 3-5 years in a Crew Leader role at an established landscape company.
- Valid Driver's License
- WDATCP Pesticide Certification in Category 3.0 (preferred)

#### Lawn Care Technician (\$100 sign on Bonus paid after 60 days)

Key Responsibilities:

- Safety-Ensuring all safety procedures are followed at all times.
- Production-Completing assigned turf and ornamental applications thoroughly.
- Maintaining Equipment and material holding areas.
- **NO SALES**

#### Horticultural Detail Specialist (3.0 Certification Needed)

Key Responsibilities:

- Safety-Ensuring all safety procedures are followed at all times.
- Perennial care, weeding, debris pick up, shrub and tree care.
- Visiting sites between the weekly crew's visits.
- Taking sites to a WOW level.

## **Second Shift Lead Mechanic**

### Key Responsibilities:

- Maintains a safe work environment within the shop and lot.
- Inspect, diagnose, install and repair problems with our fleet of trucks and equipment.
- Make emergency repairs in the field.
- Oversees our second shift mechanic team.

### Qualifications:

- Great communication skills.
- Minimum of 3 years running a shop.
- Your own tools/tool box.
- Minimum 3-5 years of mechanic experience working with trucks, trailers, lawn and snow equipment.

## **Current Opportunities in Landscape Construction – Oak Creek**

### **Landscape Construction Crew Leaders and Technicians**

#### Key Responsibilities (Crew Leader):

- Safety – Ensuring all safety procedures are followed at all times.
- Production – Understanding field job orders and meeting or beating contracted budgets. Proper recording of materials.
- Quality – Previews jobs and meets with supervisor to set up and plan.

#### Requirements (Crew Leader):

- 3-5 years in a Crew Leader role at an established landscape company.
- Both hard and soft scape knowledge.
- Valid Driver's License.

## **Current Opportunities in Interior Plantscaping – Oak Creek**

### **Interior Plant Technician/Holiday Helper**

#### Key Responsibilities:

- Safety – Ensuring all safety procedures are followed at all times.
- Quality - Interior plant care (watering, cleaning, pruning, fertilizing, etc.).
- Creativity – Involved with holiday set up and prep.

#### Requirements:

- Valid Driver's License.
- Dependable Vehicle (mileage reimbursement).

- Ability to lift 20-40 pounds.
- Ability to work independently.

## **Landscape Account Manager**

### Key Responsibilities:

- Primary Client Contact for 30-60 clients
- Lead, manage and supervise multiple Crew Leaders and Crew Members
- Manage \$500-\$650k seasonal revenue (\$70 - \$90 k in monthly revenue)
- Generate 30-35% in enhancement revenue
- Earn 60% Gross Margin
- Maintain 95% Client Retention
- Safety with 0 Lost Time Accidents
- Consistent Delivery of Quality Service
- Organization: Time management, multi-tasking, scheduling and prioritizing
- Supervisor Skill: leading, inspiring, motivating, coaching, mentoring, directing
- Basic Sales: Estimating, Presentation and Negotiation
- Client Relations: building relationships, conflict resolution, service orientation
- Teaching/training: transfer of knowledge
- People development: coaching, problem solving and conflict resolution
- Team building: building spirit de corps, inspiring/encouraging
- Technical: computer, horticulture, operations, safety, irrigation, equipment

### Qualifications:

- 4 years of Exterior Landscape Maintenance managing accounts
- Must be legally eligible to work in the United States
- Professional appearance
- Reliability
- Bi-lingual a plus
- Possession of a Valid Driver's License
- Basic computer skills, an understanding of both word and excel
- The ability to study and qualify for the Certification Program
- The ability to study and pass the Wisconsin state pesticide applicators test

**Please stop in or send us your resume:**

KEI  
824 East Rawson Avenue  
Oak Creek, WI 53154

Attn: Todd Hasler

[todd.hasler@keiorange.com](mailto:todd.hasler@keiorange.com)

## **THE ORANGE STANDARD**

### **Care Relentlessly.**

We care about each other, our customers, our results and our communities. We deliver on our promises and do what we say we are going to do. We “earn our spot on the bus” everyday.

### **Act Graciously.**

We are good to each other and our customers. We give back to the communities we serve. We expect character in all interactions. We admit mistakes. We do not place blame.

### **Lead Courageously.**

We do the right thing and do what it takes to make it right. We lead by example. We identify problems that need solving and arrive with solutions. We are not afraid to raise an issue.

### **Learn Continuously.**

We take responsibility for our own development. We educate ourselves on our products, services, customers and industry. We ask for feedback and are open to hearing it.