



MCKAY NURSERY COMPANY

Director of Landscape Operations

Waterloo, WI

McKay Nursery Company is an employee-owned (ESOP) business located in Waterloo, Wisconsin. Since 1897, McKay has been growing quality plants for wholesale and retail customers throughout Wisconsin and the United States. We are a full-service nursery as well as a landscaping division that provides custom innovative designs, landscape installation and maintenance to customers surrounding Waterloo such as Madison, Milwaukee, and Lake Country just to name a few. This full-time salaried position is eligible for health, life, dental and disability benefits, paid time off including holidays as well as a profit sharing program, a fully company paid ESOP retirement program and 401(k) plan.

POSITION DESCRIPTION

Due to a pending retirement, we are seeking a Director of Landscape Operations. The ideal candidate has a minimum of 5 years in the Landscape Construction industry as a division or operations manager. We will require a proven track record of standard operating procedures that created a better bottom line and team member retention. A continuous improvement mentality is helpful in securing the role. This position reports directly to the President. This position will be both in office and in field to help support our team members as well as the division.

The Director of Landscape Operations works in a coaching capacity with crew leaders and crew members to deliver excellent results to the customer. Responsibilities include direct ownership of the landscape department in all phases: preconstruction, under construction, close-out, and warranty. Work includes creating a leaner and more efficient department through training, use of profit and loss reports and other internal data.

RESPONSIBILITIES (with support of direct reports)

- Lead Landscape Installation Department
- Build and uphold a culture of Safety for the team.
- Work with Sales to ensure that work is estimated correctly
- Training/coaching of Foreman; to include hourly team members as well
- Management of personnel, fleet and equipment, yard space, vendors
- Ensure contract specifications are completed to company standards
- Work with Foremen to ensure scope of work completed
- Identify additional sales opportunities and propose additional work and sales per account requirements and needs
- Onsite visits with designers as needed.
- Creating and implementing SOP's as needed
- Report out to the President on P&L, efficiency and plans for sustainability/improvement.
- Perform such other activities as may be temporarily or permanently assigned.
- Required to report to office each day during normal business hours
- Lead daily morning production huddle in Waterloo, WI.



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SUPERVISORY RESPONSIBILITIES

- Manage up to 10 subordinate Foreman who supervise a total of 3-4 employees each in the Landscape Division.
- Responsibilities include interviewing, hiring, and training employees; planning, assigning and directing work; appraising performance; rewarding and disciplining employees; addressing complaints and resolving problems.

BEST QUALIFIED CANDIDATES WILL

- Have a minimum of 5 years running all aspects of a landscaping division
- Have knowledgeable on all operations of installations from beginning to end in regard to landscape, irrigation, lighting, grading, hardscape
- Have plant ID and knowledge
- Understand and be proficient with Excel, Word, and Outlook
- Have the ability to interact professionally with all customers, team members, and those from external organizations
- Be coachable with a willingness to learn
- Be highly motivated, organized and detail-oriented
- Have and maintain a qualifying MVR for company auto insurance.

CONTACT

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