



Title:

Groundskeeper

Reports to:

Facilities Supervisor

Job Purpose

To maintain, enhance, and ensure the safety, functionality, and appearance of all facility grounds through skilled landscaping, year round grounds- maintenance, and effective snow and ice management. This role supports the overall operation of the property by providing consistent upkeep, addressing seasonal needs, and ensuring a clean, safe, and well maintained- outdoor environment for employees, visitors, and the community.

Key Responsibilities

- Perform daily grounds maintenance including mowing, trimming, edging, weeding, planting, and general landscaping.
- Maintain lawns, trees, shrubs, gardens, walkways, parking lots, and all exterior facility areas.
- Operate and maintain commercial landscaping equipment such as mowers, trimmers, blowers, tractors, and utility vehicles.
- Apply fertilizers, herbicides, and pesticides in accordance with safety and environmental guidelines.
- Inspect, adjust, troubleshoot, and perform basic repairs on irrigation systems.
- Perform full snow removal operations, including plowing, blowing, shoveling, salting, and sanding walkways, entrances, and parking areas.
- Monitor winter weather conditions and respond promptly to maintain safe access.
- Conduct seasonal tasks such as aeration, dethatching, mulching, pruning, and leaf removal.
- Perform minor repairs and preventive maintenance on grounds equipment.
- Assist with small outdoor projects, fencing repairs, and ground level- construction tasks.
- Identify grounds issues and recommend long term- maintenance or improvement solutions.

Groundskeeper Qualifications

- 10 years of professional groundskeeping and landscape maintenance experience
- Strong knowledge of horticulture, turf care, and plant maintenance



- Proficient with commercial snow removal equipment (plow trucks, snow blowers, skid steers, salters)
- Experienced with irrigation systems, repairs, and seasonal maintenance
- Ability to work independently while managing multiple tasks efficiently
- Strong communication, time management, and safety awareness
- Familiarity with OSHA and facility safety standards
- Valid driver's license
- Available to work overtime as needed
- Ability to follow written and verbal instructions
- Free from allergies that interfere with groundskeeping duties

Physical Requirements

- Ability to lift, carry, push, and pull **50–75 lbs** regularly
- Ability to stand, walk, bend, kneel, stoop, and reach for extended periods
- Ability to safely operate manual and power equipment for long durations
- Comfortable working outdoors year round- in varying weather conditions, including snow, ice, extreme cold, heat, and rain
- Ability to perform repetitive physical tasks such as digging, shoveling, raking, and lifting
- Physical capability to perform snow removal tasks, including shoveling heavy, compacted snow and operating winter equipment
- Ability to work safely on uneven, slippery, or icy surfaces
- Ability to climb ladders or access elevated areas as required
- Endurance to complete sustained physical labor throughout an 8–10 hour shift