



Our mission is ... to approach every job with professionalism, integrity, and the skills to mitigate safety hazards.

Tree Service Crew Lead / Estimator

Location: Humboldt County / Far Northern California (Field-Based) | **Employment Type:** At-Will | **FLSA Status:** Non-Exempt | **Pay:** \$28–\$48/hour DOE and estimating track record.

About the Role

We are seeking a skilled, self-motivated Crew Lead / Estimator to combine hands-on field leadership with client-facing estimating. This dual-role position requires an experienced tree care professional who can run a productive, safe crew and transition seamlessly into meeting clients, assessing properties, and closing work. Be aware that your job responsibilities may change at any time during your employment. From time to time, you may be asked to work on special projects, or to assist with other work necessary or important to the operation of your department or JFTS. Employment is **at-will** — either party may end the employment relationship at any time, with or without cause or notice. Hours are not guaranteed and vary based on workload, contracts, weather, and seasonal demand.

Key Responsibilities

Field Leadership

- Lead daily tree care operations: pruning, removal, stump grinding, and plant health care
- Supervise and direct crew members; ensure efficient, safe job site workflow
- Conduct pre-job tailgate safety meetings and site-specific hazard assessments
- Enforce Cal/OSHA and ANSI Z133 compliance across all operations
- Operate and oversee equipment including chippers, stump grinders, skid steers, and aerial lifts
- Perform skilled climbing and rigging as needed on technical jobs
- Complete daily job documentation, time tracking, and incident/near-miss reporting
- Maintain a workforce culture of positivity, growth mindsets, professionalism, and integrity.

Estimating

- Visit client properties to assess tree care needs and site conditions
- Develop accurate, competitive estimates for pruning, removal, crane work, stump grinding, and plant health care
- Present estimates professionally to residential, commercial, and municipal clients
- Follow up on open estimates; assist in closing sales and identifying upsell opportunities
- Coordinate with office staff to schedule approved work and communicate job scope
- Build and maintain positive client relationships supporting repeat business and referrals

Required Qualifications

- Minimum 4–6 years professional tree care experience, including crew leadership
- Demonstrated ability to estimate tree work accurately, including complex removals and crane jobs
- Strong working knowledge of Cal/OSHA regulations and ANSI Z133 standards
- Experience operating and directing use of commercial tree care equipment
- Solid climbing and rigging fundamentals; able to step in on technical climbs when needed
- Professional communication skills with property owners, managers, and municipal clients
- Valid California driver's license with clean MVR; ability to operate trucks and tow equipment
- Ability to lift 50+ lbs and perform physically demanding outdoor work
- Smartphone proficiency for estimate apps, scheduling software, and communication

Preferred Qualifications

- ISA Certified Arborist credential
- ISA Tree Risk Assessment Qualified (TRAQ)
- TCIA Certified Treecare Safety Professional (CTSP)
- Experience with estimating software (Arborstar, SingleOps, Jobber, or similar)
- California CDL Class A
- Bilingual English/Spanish
- Experience with utility, municipal, or other contract work
- First Aid / CPR certification

Work Environment

Daily outdoor work in all weather conditions on varied terrain. The estimating component requires a professional appearance when meeting clients. Safety-sensitive position subject to pre-employment and random drug screening per Cal/OSHA.

What We're Looking For

- Uncompromising safety mindset with a professional culture
- Calm, decisive leadership under pressure and in dynamic field conditions
- Strong verbal communication with crew, clients, and agency partners
- Ability to hold crew accountable while maintaining cohesion and morale
- Production-oriented discipline — without ever compromising safety

Compensation & Hours

\$28–\$48/hour depending on experience and estimating track record. Structure may include base hourly rate plus commission or bonus on closed estimates — details discussed at interview. Hours vary and are not guaranteed. Mileage reimbursement provided for estimate-related driving in a personal vehicle.

Benefits

PTO: Accrues at ~0.0385 hrs/hr worked, up to 80 hrs (10 days)/year. Available after 90 days. Capped at 80 hrs; unused PTO paid out upon separation per California law.

Paid Sick Leave: 1 hr per 30 hrs worked; minimum 40 hrs/year per California law. Separate from PTO; not paid out upon separation. Available after 90 days.

Health (eligible after 60 days, 30+ hrs/week avg): Company provides a monthly HSA stipend toward a qualifying HDHP/HSA-eligible plan, giving employees portability and flexibility. Company contributes toward individual premium.

Additional:

- Qualification Incentive Pay — premium hourly rate for active TRAQ, ISA, CDL Class A, CTSP, and other credentials
- Subsistence Pay — for overnight/travel project assignments
- Professional Development — company support for maintaining and upgrading qualifications and training
- Growth Opportunity — direct pathway into Operations leadership as the company scales its contract portfolio

Why Jones Family Tree Service

Jones Family Tree Service is a young, family-owned company — and that is exactly the point. We started with a commitment to doing this work the right way: genuine safety culture, professional standards, and deep roots in the Northern California communities we serve. We are not a corporate franchise or a revolving-door contractor. Every person on our team has a direct impact on where this company goes.

We operate across residential and commercial tree care and wildland-urban interface fuels mitigation, which means the work is varied, meaningful, and growing. Northern California's wildfire reality has made fuels mitigation urgent — and we take that responsibility seriously. When you work here, you are contributing to something that directly protects homes, landscapes, and lives in the region we call home.

Because we are in our early growth phase, the timing for joining this team matters. The leaders who come in now are the ones who will shape how this company operates and what it becomes. Advancement into senior field and operations roles is a real and near-term opportunity — not a distant promise.

If you are a skilled professional who wants to build something, work for a company that respects your craft, and do meaningful work in your own backyard — we want to talk.

This job description does not constitute a contract of employment, express or implied, nor a guarantee of hours or continued employment. Employment is at-will and may be terminated by either party at any time, with or without cause or notice, consistent with California law.

We are an equal opportunity employer. All qualified applicants will receive consideration for employment without regard to race, color, religion, sex, national origin, disability, or protected veteran status.

 **Apply:** info@jonesfamilytreeservice.com  **Call:** 707-878-7337