



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

Tree Service Manager

(Working Crew Lead / Estimator / Site Manager)

Compensation & Benefits

- **Start Date:** March 2026

Base Pay

- Hourly wage of **\$38.5–\$50 per hour**, based on experience.

Overtime

- Overtime paid at **1.5× the regular rate** in accordance with California law.
- Overtime must be approved in advance, except in emergencies.

Target Annual Earnings (Non-Guarantee)

- Based on a typical workload of approximately 48 work weeks per year, total annual **base earnings** are expected to range from approximately **\$83,160–\$108,000**, depending on hourly rate and overtime worked
 - **Performance-based incentives and bonuses** may provide **additional compensation**, which may reasonably range from approximately **\$8,500–\$30,000+ annually**, depending on job profitability, performance, and business conditions.
 - Actual earnings may vary based on hours worked, scheduling, performance, and operational needs.
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Performance Incentives

Job Profit Bonus

- **3% of net profit** for each job the employee **estimates, manages, and completes**, provided the job is:
 - Completed safely.
 - Performed within approved scope and estimated time.
 - Achieves required profit margins.
 - Free from unnecessary tool or equipment loss.
 - Free from damage to persons or property.
 - Completed with customer satisfaction.

Job profit bonuses are **performance-based incentives**, not guaranteed wages, and may be adjusted or withheld for safety violations, documented losses, or accounting corrections.

Annual Performance Bonus

- **3% of base wages earned during the year**, paid at year-end based on performance and continued employment at the time of payout.

Time Off & Retirement

Paid Leave

- Two-Four (2-4) weeks of paid leave annually.
- Leave requests are subject to operational needs and require advance approval.
- Extended leave during peak season (generally March–December) may be limited based on staffing requirements.

Retirement

- Up to **3% employer retirement match**, subject to plan terms.

Position Summary

This is a **Working Crew Lead / Tree Service Project Manager** position responsible for leading tree service crews in the field while actively participating in tree work and overseeing daily operations. The role serves as the primary on-site supervisor responsible for estimating, scheduling, job execution, safety, quality control, jobsite budget awareness, and customer satisfaction.

This position regularly performs hands-on tree service work while acting as the primary on-site decision-maker and liaison between ownership, office staff, and clients. The role also supports training and development of crew members through TCIA and other professional growth programs.

When operationally required, this position may also serve as a **Crew Lead for fuels reduction or defensible space projects**, providing on-site leadership, safety oversight, and hands-on participation consistent with company standards and applicable regulations. Fuels crew leadership duties are **intermittent and project-based** and do not change the primary classification or core responsibilities of this role.

Primary Responsibilities

Crew Leadership & Tree Work (Core Function)

- Lead and supervise tree service crews performing removals, pruning, trimming, rigging, and clean-up.
- Actively participate in tree work as needed, including climbing, cutting, rigging, and ground operations.
- Assign daily tasks and manage workflow, productivity, and job pacing.
- Ensure work is completed according to approved scope, specifications, and company standards.
- Make real-time decisions based on site conditions and safety considerations.
- Train and develop crew members to support continuity and internal advancement.

Estimating & Site Management (Core Function)

- Conduct on-site evaluations for residential, municipal, and commercial tree service work.
- Identify tree species, hazards, access limitations, equipment needs, and disposal requirements.
- Prepare accurate job estimates including labor, equipment, disposal, permits, and subcontracted services.
- Clearly define scope of work, exclusions, and job sequencing.
- Serve as site manager and primary decision-maker during active jobs.
- Identify, communicate, and document change orders or additional work.

Safety & Regulatory Compliance

- Conduct daily tailgate meetings and job briefings.
- Enforce Cal/OSHA, ANSI Z133, and company safety policies.
- Identify hazards and implement appropriate controls.
- Ensure PPE use and safe work practices at all times.
- Stop work when unsafe conditions exist.
- Report incidents, near misses, and equipment issues promptly.

Client & Communication Management

- Serve as the primary client contact during estimating and job execution.
- Communicate job timelines, access needs, and work impacts.
- Address client questions and resolve concerns on site.
- Maintain professional representation of the company.

Operations & Equipment Oversight

- Coordinate with ownership regarding crew schedules, equipment, and subcontractors (including crane services).
- Ensure tools, vehicles, and equipment are used properly and safely.
- Perform or coordinate equipment inspections and maintenance checks.
- Ensure job sites are left clean, safe, and secure.

Administrative & Management Support

- Track labor hours, job progress, and production issues.
- Assist with job documentation, photos, and close-out reporting.
- Provide field feedback on estimating accuracy and production rates.
- Support enforcement of company policies and standards.

Fuels Reduction / Defensible Space Crew Leadership (As Needed)

- Lead and supervise fuels reduction or defensible space crews when assigned, including sawyers and ground personnel.
- Participate in fuels reduction work as needed, including cutting, limbing, piling, chipping, and site clean-up.
- Conduct job briefings specific to fuels operations, terrain, weather, and fire behavior considerations.
- Ensure compliance with Cal/OSHA, project-specific safety plans, and applicable agency or client requirements.
- Coordinate work sequencing, access, and equipment needs for fuels projects.
- Maintain quality, production pacing, and site control during fuels operations.
- Communicate project progress, hazards, and issues to ownership or project management.
- Support training and development of fuels crew members in safe work practices.

Required Qualifications

- Minimum **5+ years** hands-on tree service experience.
- Proven experience as a crew leader, foreman, or lead climber.
- Strong knowledge ANSI A300 pruning standards of tree removals, pruning, rigging, and job planning.
- Experience estimating residential and commercial tree service work.
- Working knowledge of Cal/OSHA and ANSI Z133 standards.
- Ability to lead and train crews, manage job sites, and interact professionally with clients.
- Valid California driver's license; **Class A preferred** or willingness to obtain.
- ISA Certified Arborist (or commitment to obtain on own time within 12 months).
- Ability to lead fuels reduction or defensible space crews when assigned.
- First Aid / CPR certification.
- Aerial Rescue.
- Proven ability to maintain positive workforce culture.
- Proven ability to create and maintain positive working relationships with homeowners, landowners, project coordinators, etc.

Preferred Qualifications

- ACRT Line Clearance certification (commitment to obtain within 12 months).
- TCIA CTSP (and willingness to become a trainer within 12–24 months).
- Crane-assisted tree work experience.
- Experience training and developing tree service crews.
- Wilderness First Aid / WEMT.

Physical Requirements

- Ability to climb trees and perform aerial work.
- Ability to lift **50 lbs** regularly.
- Ability to work in all weather conditions.
- Ability to stand, walk, bend, and work on uneven terrain for extended periods.