



ABOUT US

We are an ecological design, installation, and land management firm.

OUR MISSION

We help people explore their lands true potential by providing solutions for healthy landscapes.

LANDBRIDGE ECOLOGICAL (LANDBRIDGE) is a collaborative, team-oriented work environment that emphasizes inclusion of diverse ideas, solutions and perspectives. LANDBRIDGE marries high design and native landscapes; providing science and forethought into restoration, management, and landscaping. While working on the smallest raingarden to an expansive habitat project, there are many opportunities to contribute and collaborate in a young company and rewarding field.

This company is an equal opportunity employer and does not unlawfully discriminate on the basis of an individual's race, color, religion, creed, sex, national origin, age, disability, marital status, veteran status, status with regard to public assistance, familial status, sexual orientation, gender identity, membership or activity in a local commission, genetic information (including family medical history), pregnancy, or any other status protected by applicable law. This policy applies to all terms, conditions, and privileges of employment, including recruitment, hiring, placement, compensation, promotion, discipline, and termination.

The company also makes reasonable accommodations for qualified individuals with disabilities to the extent required by law. Similarly, the company will make reasonable religious accommodations to the extent required by law. Employees who would like to request a reasonable accommodation should contact their manager.

OPERATIONS MANAGER

FULL-TIME PERMANENT POSITION

The Operations Manager is the leader of the operations team at Landbridge Ecological, responsible for the leadership, management and accountability of the field operations team. Reporting directly to the CEO, the Ops Manager is responsible for developing and training operations staff, facilitating weekly reviews with project coordinators and the equipment manager, and maintaining acceptable profit margins for field operations. In addition, the Ops Manager is responsible for the daily review and implementation of operations systems throughout the organization including hiring, accountability, monitoring AR, crew safety and oversight with equipment and fleet management

ensuring crews and coordinators have what they need to get field work accomplished in an efficient and profitable manner.

DESIRED QUALIFICATIONS

- Highly ambitious and motivated: someone looking to be a key part of a growing business
- 5 (+) years of supervisory and leadership experience
- Proven ability to manage, mentor and develop staff
- Familiarity with natural resources, construction, landscape architecture and/or comparable industry is a plus
- Previous experience in an operations role is highly desired

RESPONSIBILITIES

- Facilitate weekly leadership meetings and Coordinate Quarterly Meetings and staff reviews
- Ensure Leadership Team (Project Coordinators (4), Controller, and Sales Manager) are accountable for their roles and responsibilities
- Ensure all facets of business are performing at high level
- Identify skills, trainings, and certifications required to conduct the work and ensure we are staffed to complete the work
- Forecast hiring requirements and fill vacancies in a manner that doesn't inhibit growth trajectory
- Lead Operations Department with assistance from Controller in job costing and profitability calculations
- Ensure Equipment Manager is implementing Equipment Phasing Plan and assist in longer term logistical challenges and needs
- Review and update Safety Manual/Program on an annual basis and ensure all policies are followed
- Provide leadership, motivation and inspiration to field operations team with retention of employees a number one priority

GENERAL EXPECTATIONS

- Workdays will begin and end at LANDBRIDGE central headquarters in Saint Paul, MN
- Salaried position ranging from \$65,000-\$80,000 based on experience and qualifications
- Benefits include: holiday pay, vacation time, retirement match, and HRA

Please email resume, cover letter, and 3 references to

info@landbridge.eco

with the email subject line

2023 Ops Manager Application, Your Name



LANDBRIDGE
ECOLOGICAL

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