



Job Title: Site Manager

Company: Muskoka Landscapers Inc.

Why Work at Muskoka Landscapers?

At Muskoka Landscapers, our biggest competitive advantage isn't equipment, materials, or processes — it's our people and our culture. New hires consistently tell us this is the most enjoyable, supportive, and professional place they've ever worked. We build high-end landscapes, but we also build strong teams, long-term careers, and pride in doing things the right way.

If you're someone who takes ownership, enjoys leading from the front, and wants to be part of a company where effort and attitude truly matter, this role is for you.

Position Summary

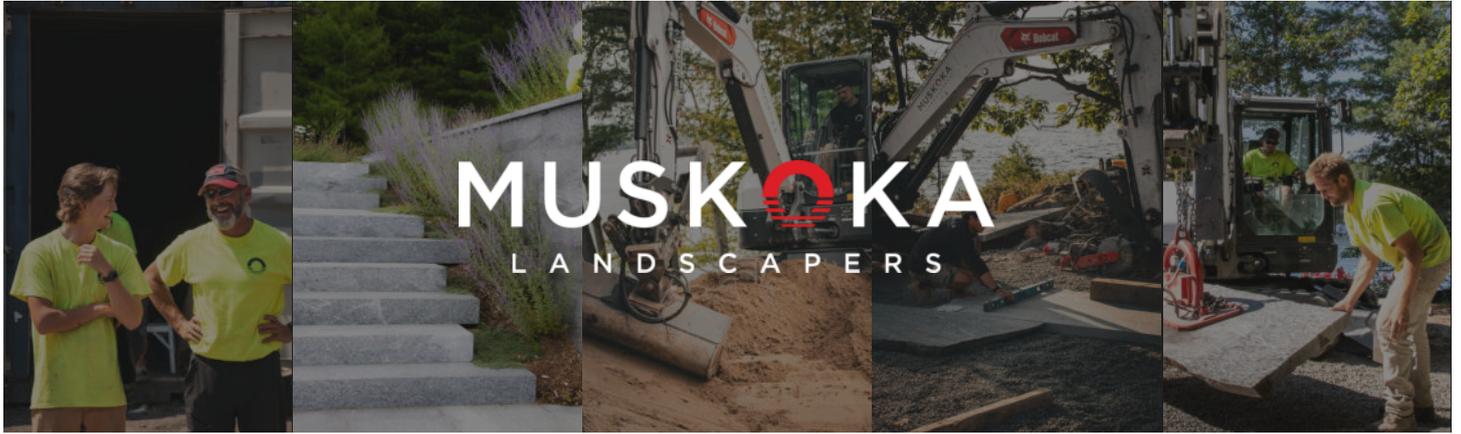
The Site Manager (SM) is the onsite leader responsible for delivering landscape construction projects safely, efficiently, and profitably. You are the key link between the office, the crew, and the client — setting the tone for professionalism, teamwork, and quality.

This role is ideal for someone who enjoys responsibility, problem-solving, mentoring others, and seeing a project come together through strong planning and execution.

Employment Terms & Compensation

- Permanent, full-time position
- \$35-\$40 per hour (based on experience)
- Company vehicle
- Company phone
- Group RRSP with company match up to \$100 per pay period
- Health Spending Account

DO LIFE RIGHT.



What You'll Be Responsible For:

Project Leadership

- Fully understanding your project's scope, plans, and deliverables
- Leading daily onsite operations with a focus on safety, quality, and efficiency
- Confidently identifying work that is within scope vs. extra
- Representing Muskoka Landscapers professionally to clients, GCs, and trades

Team Leadership

- Directing, motivating, and developing field staff
- Creating a positive, respectful, and productive jobsite culture
- Coaching team members in real time to improve skills and efficiency
- Reinforcing company policies clearly, fairly, and constructively

Planning, Tracking & Efficiency

- Tracking labor hours, materials, and production accurately
- Submitting clear, timely daily reports and forecasts
- Ordering and managing materials in a cost-effective manner
- Planning work to minimize waste and maximize crew productivity

Communication & Coordination

- Coordinating sub-contractors for smooth, efficient installations
- Working collaboratively with General Contractors and other trades
- Flagging issues early and working with the office team to resolve them
- Keeping everyone informed so there are no surprises

What Success Looks Like in This Role:

- Projects run smoothly, safely, and on schedule
- Crews are productive, motivated, and enjoy coming to work
- Clients and builders feel confident and well taken care of
- Problems are anticipated and addressed before they become setbacks
- You leave each site better organized, better planned, and better executed than when you arrived



Who We're Looking For:

- A natural leader who earns respect through attitude and competence
- Someone who takes ownership and follows things through
- Strong communicator — clear, calm, and professional
- Comfortable with responsibility and decision-making
- Organized, detail-aware, and proactive
- Curious, coachable, and open to new tools and better ways of working

Skills & Experience:

- Solid understanding of landscape construction and installation techniques
- Comfortable operating power tools and earth-moving equipment safely
- Basic math and estimating skills (material volumes, quantities, conversions)
- Ability to solve problems independently using available information
- Experience coordinating crews, materials, and timelines

Why This Role Matters:

Site Managers are the backbone of Muskoka Landscapers. You don't just manage work — you shape the daily experience of your crew, protect the company's reputation, and play a direct role in the growth of the business.

If you're looking for a place where leadership is trusted, effort is noticed, and work is challenging and enjoyable, Muskoka Landscapers offers a career — not just a job.

DO EPIC SHIT.