



Company: SmartScaping

Job Title: General Manager

Department: Operations

Reports to: CEO

Location: Houston, TX (On-Site)

Company Overview

SmartScaping, a trusted family-owned and operated firm, stands at the forefront of the landscaping industry, integrating advanced technology and traditional expertise to transform spaces. Our commitment extends beyond aesthetics to crafting environments that serve a purpose, enhance life, and spark joy. Providing services in landscaping, government services, trash management, horticulture, and soon venturing into street sweeping and janitorial sectors, we strive to meet and exceed industry standards. We believe in the potential of landscaping to not only reshape spaces but also positively impact emotional wellness. By prioritizing education and engagement, we foster ethical interactions and equip our community with valuable resources.

About the Role:

We are searching for a dedicated and motivated General Manager to join our team. The General Manager role at SmartScaping is a leadership position that requires extensive knowledge of the landscaping industry, property management, and general labor services. The successful candidate will not only share our vision but also have the capacity to effectively manage our teams, implement the company's strategic plan, and drive the growth of our diverse service offerings.

This role calls for an accomplished leader with a flair for strategic direction, capable of driving innovation, efficiency, and a commitment to fostering strong relationships with stakeholders. Does this describe you? Are you intrigued? Then join us in creating outdoor spaces that inspire, as you guide all aspects of our business, from sales and marketing to operations and customer service.

Responsibilities:

The General Manager will have the following responsibilities:

- Shape and implement strategic direction and comprehensive plans to achieve our ambitious goals.
- Oversee all aspects of business operations, including sales, marketing, operations, customer service, and upcoming departments.
- HR management
- Cultivate robust relationships with key stakeholders, fostering mutual growth and success.
- Promote a culture of continuous learning through training, mentoring, and coaching team members.



- Drive the company's financial performance, optimizing budget allocation to maximize efficiency and profitability.
- Implement, monitor, and manage performance reporting systems and KPIs.
- Safety compliance management:
 - Develop and implement a comprehensive safety program that complies with all applicable OSHA regulations. *****If not currently OSHA certified, certification will be available upon hire.***
 - Conduct regular safety inspections of all work areas to identify and correct hazards.
 - Provide training to all employees on safety procedures and the hazards they may encounter in the workplace.
 - Enforce safety rules and regulations and discipline employees who violate them.
 - Maintain accurate records of all safety-related incidents and accidents.
 - Report all safety-related incidents to OSHA within the required timeframe.
 - Work with OSHA inspectors to ensure that the company is in compliance with all regulations.
 - Stay up to date on changes to OSHA regulations and make sure that the company's safety program is always up to date.
- Handle customer inquiries and complaints promptly, upholding our commitment to exceptional customer service.
- Understand labor in general services like property management.

Qualifications:

- Bachelor's degree in business administration or a related field.
- 5+ years of leadership experience in the landscaping industry, or related field, with a proven record of driving growth and profitability.
- Deep understanding of landscape maintenance operations, landscaping techniques, horticulture, outdoor design, and property management.
- Ability to work in a fast-paced, outdoor environment.
- Demonstrated strategic and analytical prowess, with the ability to turn insights into action.
- Outstanding communication and interpersonal skills, with the capacity to inspire teams and build strong relationships.



- Ability to work both independently and collaboratively, demonstrating leadership in all scenarios.
- Proficiency in relevant software for job scheduling and tracking.
- Bilingual in English and Spanish is a plus.

Key Performance Indicators (KPIs):

- Revenue growth and profitability.
- Client satisfaction and retention rates.
- Operational efficiency and cost control.
- Employee engagement and turnover rates.
- New sales and business development initiatives.

Benefits:

We offer a competitive salary and benefits package, including medical, dental, and vision insurance, retirement plan, and paid time off. Joining the SmartScaping family means becoming part of a dynamic, talented team committed to making a tangible impact on our industry.

This is a challenging and highly rewarding position, a unique opportunity to significantly impact the industry and our community. Are you ready to lead the way with SmartScaping?

Interested candidates are invited to submit resumes and a cover letter and complete our online application [here](#).



God Created It, We Maintain It!

