

G R A C E W O O D L A N D S C A P E S

Position Description

Senior Landscaper/ Leading Hand

September 2026



G R A C E W O O D
L A N D S C A P E S

Founders Vision

Gracewood enters the decade ahead with a clear ambition: to build a business of substance, reputation, value and endurance. The opportunity is larger than landscape construction alone. Over the next ten years, Gracewood will steadily evolve into an integrated group of specialist businesses serving commercial, civic and environmental markets across Northern NSW and South East Queensland.

Gracewood is building more than a landscaping company. Between 2026 and 2036, the business aims to develop into an integrated regional group delivering commercial landscape construction, environmental restoration and ongoing landscape asset management. The long-term objective is to become the contractor of choice for councils, developers, government agencies, utilities, environmental consultants and commercial property owners across Northern NSW and South East Queensland.

Business strategy is designed around three ideas: exceptional people, disciplined capability expansion and recurring long-term revenue. Rather than pursuing rapid, unstable growth, Gracewood will invest in people, systems, leadership, operational depth and complementary service lines that strengthen the organisation year after year. By 2036, the business aims to operate as Gracewood Group, with three specialist divisions, 20–30 employees, revenue above \$10 million and enterprise value exceeding \$10 million.

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Position: Senior Landscaper / Leading Hand

Location: Ballina to Tweed

Employment Type: Full Time or Casual Hourly Rate

Salary (if Permanent FT): \$90,000-\$105,000 + Super + Vehicle allowance + Performance Bonus

Wage (if casual): \$60-\$65/hr + super

**Action Required: Submit your resume and cover letter to:
paul@gracewoodlandscapes.com.au**

About Gracewood Landscapes

Gracewood Landscapes is a growing commercial landscaping and environmental contractor delivering high-quality landscape construction, commercial maintenance and environmental restoration projects throughout Northern NSW and South East Queensland.

We work for commercial clients, developers, councils, government agencies and premium residential clients who value quality workmanship, professionalism and reliability.

We're building a business that values initiative, trust and continuous improvement—not micromanagement.

About the Role

This is more than a landscaping position.

You'll be responsible for planning, coordinating and delivering projects from commencement through to completion while leading small teams on site.

You'll have genuine autonomy and be trusted to make decisions that keep projects running safely, efficiently and profitably.

This role has a clear pathway from Senior Landscaper - Leading Hand – Site Supervisor – Project Manager - Operations Manager for the right candidate as the business grows.

Responsibilities

- Produce high quality work on site.

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- Lead crews of 1-6 employees and subcontractors.
- Plan daily and weekly site activities.
- Read plans and set out works.
- Coordinate deliveries, plant and subcontractors.
- Liaise professionally with clients, consultants and suppliers.
- Maintain high standards of workmanship.
- Monitor project budgets and productivity.
- Complete site documentation and quality inspections.
- Ensure WHS compliance.
- Mentor apprentices and junior staff.
- Identify opportunities to improve systems and efficiency.

Projects You'll Deliver

- Commercial landscape construction (playgrounds, foreshore refurbishments, street scaping)
- Residential landscaping
- Civil landscaping
- Retaining walls
- Concrete works
- Timber structures
- Turf installation
- Environmental restoration
- Creek rehabilitation
- Revegetation and Mass plantings

What We're Looking For

Essential:

- Team player with a positive, can-do, attitude.
- Minimum 5 years landscape construction or building experience.
- Proven experience leading crews.

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- Current driver's licence.
- White Card.
- Ability to read construction plans.
- Strong organisational skills.
- Excellent communication.
- High attention to detail.
- Professional presentation.
- Strong work ethic.

Highly Regarded:

- Structural Landscaping or other relevant trade qualification.
- Tertiary qualifications in related fields.
- An understanding of RLs and the ability to think through and set out a project.
- Excavator and skid steer experience.
- MR licence.
- First Aid.
- Experience delivering council or government projects.

The Person

You'll thrive if you:

- Take ownership (of your team and your project).
- Think ahead.
- Solve problems without waiting to be told.
- Lead by example.
- Understand and care about the 3 project KPIs (time, cost and quality).
- Stay calm under pressure.
- Treat clients with respect and professionalism.
- Want to build something bigger than just another landscaping job.

What We Offer

- Supportive, low-ego team culture.
- Opportunity to help shape the future, and be a part of, a rapidly growing local business.
- Competitive salary.
- Fully maintained company vehicle or vehicle allowance.
- Performance bonus.
- High-quality equipment.
- Interesting and varied projects.
- Genuine career progression.

How Success Will Be Measured

Within your first 12 months you will:

- Successfully manage multiple projects simultaneously.
- Deliver projects on time and within budget.
- Maintain excellent client relationships.
- Develop high-performing site crews.
- Maintain and improve upon team culture.
- Reduce owner involvement in day-to-day site operations.
- Contribute to continuous improvement across the business.

If you're a team player with genuine site experience looking for a role where you'll be trusted, challenged and rewarded—and where your ideas genuinely matter—we'd love to hear from you.