



Kitchen Door

Kitchen Door Landscaping

Job: City Manager

Job-Type: Full Time

Location:

- Silicon Valley

About

Kitchen Door is a premium sustainable landscaping service for homeowners who want to transform their yard into something magical. We use proprietary designs fitted to the local ecosystem along with native and heirloom flowers, vegetables, fruits, and herbs to create a slice of sustainable paradise that elevates life outside and inside your home. We currently have operations in 7 markets and are expanding as a national brand into 12 total markets in 2023. Kitchen Door strives to use regenerative landscaping as a mechanism to promote biodiversity and ecological restoration, support low water usage and edible gardens, and ultimately alleviate the environmental consequences of urbanization and industrialization in the United States.

Our company transforms everyone and everything we touch: the outdoor spaces we regenerate, and our employees, business partners, and customers. Our culture is made up of the best practices and unwritten rules that enable our company to be as successful as possible.

1. We change our clients' lives for the better, from the sales process on.
2. Bias toward outcome and empowerment rather than process.
3. Iterative learning. Try something, reflect, critique, learn, and grow.
4. Mission-driven personally, success-driven professionally: do what it takes to make the sale and make our clients' lives better.
5. No room for ego, just do what's best for the company.
6. Treat everyone with compassion and enable everyone to thrive: high pay, great benefits, and emphasis on diversity, equity, inclusion, and accountability.
7. Super Stars and Super Team Players, not one or the other.
1. The endgame is saving the planet. The strategy is scale.



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Position Overview

Kitchen Door Landscaping seeks a City Manager to lead the next phase of our expansion in the South Bay.

Reporting to the CEO and Head of Sales, the City Manager will act as a key member of Kitchen Door's team and play a critical role in the strategic management of the company.

The City Manager is responsible for building out operations in a new market including visibility, partnerships, subcontractor networks, and client acquisition. The City Manager will work effectively with clients, manage subcontractors, and collaborate with landscape designers. They will be responsible for managing installs; building our brand and visibility in the assigned metro area, and implementing sustainability goals. As we grow each city market, the City Manager will be responsible for staff management and development in their market.

Key Responsibilities

The ideal candidate will have strong leadership skills, a background in sales and landscaping as well as a direct, collegial and engaging management and communication style. A demonstrated track record in sales or in the landscaping industry is essential for success in this role.

You are:

- **A Self-Starter** - You roll up your sleeves and figure things out. You present solutions, rather than just raising problems. No matter the challenge, you're scrappy enough to come up with an answer.
- **A Leader** – You understand the difference between management and leadership and take charge of the leadership role.
- **Detail-Oriented** - You believe that the devil is in the details and are attentive to accuracy in your work.
- **Organized** – You possess the ability to handle multiple priorities at once and keep others organized and on track.



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- **A Strong Communicator** - You clearly and confidently articulate your idea and can relay communications in an efficient and effective manner, no matter the mode of communication.
- **Efficient** - You thrive on getting things done quickly and effectively.

Mission & Culture Alignment

- Embrace and promote the emergence of a diversity of ideas, experiences, cultures, and voices among and across Kitchen Door Landscaping teams and partners.
- Model and facilitate teamwork and communications that enable passion and inclusivity.
- Embrace environmental, anti-racist, pro-woman, fair workplace, pro-LGBTQIA+ values.
- Comfortable working with people of different backgrounds, classes, and cultures.

Landscaping

- Have a passion for design and improving people's lives by connecting them to the environment and encouraging healthy living through edible gardening.
- Have a commitment to non-human life forms that live on the planet and seek to bring an eco-friendly built environment to regular customers that will support native species, pollinators like hummingbirds, bees, and butterflies.
- Have an understanding of the planet as a whole, and can inspire everyday people to use rain barrels, composters, vegetables, fruits and herbs, and other eco-friendly products on their property.
- Ability to work with our design team effectively by assisting them through accurate photos, property measurements, and effective client communication to sell customizable landscape designs to our clients.

Sales

- Ability to complete luxury and high-end sales for products and services between \$5,000-\$200,000+
- Manage the full sales funnel with a client, from lead through contract - working with the design team throughout the design process.
- Participate in lead generation efforts, including but not limited to, participation at home and garden shows, farmers' markets, and developing relationships with local partners.



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Project Management

- Regularly review blueprints, contracts, codes and regulations, and proposals.
- Update clients on timelines, change orders, and any other project-related issues.
- Develop comprehensive project plans including schedules and purchase orders for all projects assigned.
- Collaborate with the designer to ensure project feasibility.
- Negotiate with vendors, suppliers and subcontractors to ensure the best outcome.
- Use and continually develop leadership skills
- Proven ability to work with landscaping company partners to effectively deliver our products and services with exceptional customer service on time.
- Own the project and all communications with the client.

Subcontractor Management

- Consistently create and nurture new subcontractor relationships.
- Accurately communicate project plans, quality expectations, and scope of work
- Manage all project change orders.
- Build a strong team by cultivating relationships between each crew and illustrating how individual team members affect the success of the entire project.
- Train subcontractors in regeneration and permaculture practices, following through on proper sourcing of materials.

Regeneration

- City Managers are responsible for ensuring our regeneration values are upheld in implementation, including sourcing of local and sustainable products, use of native and organic plants, building soil health, reducing water use, biodiversity, etc.
- Assist with discovery of sourcing materials and products locally.
- Assist the design department in tracking regeneration metrics.

Other

- Outstanding interpersonal communication skills, both verbal and written, and the ability to confidently interact with a diverse staff—at all levels—within a virtual work environment.



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- Must be able to meet the work requirements of a 40-hour/week. Ability to work flexible hours including some weekends and evenings.
- Must be legally eligible to work in the United States.
- Proficiency or fluency in Spanish a plus.

Kitchen Door is an equal opportunity employer committed to workforce diversity. We will not discriminate and take affirmative action measures to ensure against discrimination in employment, recruitment, advertisements for employment, compensation, termination, upgrading, promotions, and other conditions of employment against any employee or job applicant on the bases of race, color, gender, national origin, age, religion, creed, disability, veteran's status, sexual orientation, gender identity, or gender expression.

Compensation : \$70-75,000 annual salary, plus eligibility for up to \$20,000 from commission on sales and team bonuses

Additional Benefits:

- Unlimited paid time off
- Medical, Dental, and Vision insurance
- 401K Retirement
- Paid family leave
- Monthly resourcing stipend
- Monthly Mental Health Monday

To apply for this position please send your resume and cover letter to Gwen@kitchendoor.co

Positions will be filled on a rolling basis. The application period will close at the end of December.

Start Date: February 20th 2023