FOR YOUTH DEVELOPMENT®
FOR HEALTHY LIVING
FOR SOCIAL RESPONSIBILITY

Groundskeeper

PART-TIME

Located in in the heart of the beautiful Blue Ridge Mountains of Western North Carolina in Black Mountain on a picturesque 1,200-acre campus, the YMCA Blue Ridge Assembly is a non-profit conference and retreat center. For more than a century we have hosted a diverse array of groups—churches, schools, colleges, family reunions and youth groups, among others. As a hospitality-focused YMCA, we are committed to delivering exceptional experiences for our 33,000 annual guests while developing a team of values-driven leaders.

SUMMARY

YMCA Blue Ridge Assembly is seeking energetic and hardworking Groundkeepers to help maintain and enhance our beautiful 1,200-acre mountain campus throughout the season. As a member of the Groundskeeping team, you will play a vital role in preserving the appearance, safety, and functionality of the property, ensuring that thousands of guests each year enjoy a clean, welcoming, and well-maintained environment. This position is ideal for individuals who enjoy working outdoors, take pride in their work, and appreciate being part of a team that supports meaningful guest experiences.

Groundkeepers work across a wide variety of outdoor spaces, including athletic fields, trails, roads, landscaped areas, and gathering spaces. From operating landscaping equipment and maintaining grounds to assisting with campus improvement projects and cleanup, this role offers hands-on experience in property maintenance while providing the opportunity to work in one of the most scenic settings in Western North Carolina. Strong performers may have the **opportunity to extend their employment through the Summer and Fall seasons.**

QUALIFICATIONS AND SKILLS

- Previous experience in groundskeeping, landscaping, outdoor maintenance, facilities operations, agriculture, forestry, parks and recreation, or a related field preferred.
- Demonstrated ability to work safely and effectively in an outdoor environment throughout varying weather conditions, including heat, cold, rain, and uneven terrain.
- Strong work ethic with the ability to perform physically demanding tasks for extended periods, including lifting, carrying, pushing, pulling, bending, and walking throughout a 1,200-acre campus.
- Ability to operate landscaping and grounds maintenance equipment safely and efficiently, including zero-turn mowers, weed eaters, leaf blowers, chainsaws, wood splitters, and other groundskeeping tools.
- Knowledge of basic landscaping, turf management, tree and shrub care, irrigation, and seasonal grounds maintenance practices preferred.
- Strong attention to detail and commitment to maintaining a clean, professional, and guest-ready campus appearance.
- Ability to identify maintenance concerns, operational issues, and safety hazards and communicate them effectively to supervisors.
- Basic mechanical aptitude and experience performing routine equipment inspections, maintenance, and minor repairs.
- Excellent time-management skills with the ability to prioritize tasks and complete assignments independently.
- Strong problem-solving skills and a proactive approach to daily responsibilities.
- Positive attitude with the ability to work collaboratively as part of a team while also completing individual assignments with minimal supervision.

- Ability to interact professionally and courteously with guests, staff, volunteers, and visitors from diverse backgrounds.
- Flexibility to work mornings, evenings, weekends, holidays, and occasional emergency response situations as needed.
- Valid driver's license and ability to operate YMCA vehicles preferred.
- Experience operating tractors, utility vehicles, trailers, or other groundskeeping equipment is a plus.
- Willingness to assist with campus improvement projects, special events, and cross-departmental support when needed.
- Commitment to the mission, values, and service standards of YMCA Blue Ridge Assembly.

RESPONSIBILITIES AND APTITUDES

- Maintain the overall appearance, cleanliness, and safety of the YMCA Blue Ridge Assembly campus, including athletic fields, trails, roads, landscaped areas, green spaces, building entrances, and outdoor gathering areas.
- Operate a variety of grounds maintenance equipment, including zero-turn mowers, weed eaters, leaf blowers, chainsaws, utility vehicles, and other landscaping tools in a safe and efficient manner.
- Perform routine lawn care duties, including mowing, trimming, edging, weed control, and seasonal landscaping projects.
- Remove litter, debris, fallen branches, and other hazards from campus grounds to maintain a clean and welcoming environment.
- Assist with storm cleanup, tree removal, brush clearing, and other weather-related recovery efforts to ensure campus safety and accessibility.
- Maintain trails, sidewalks, parking lots, roads, and outdoor recreational spaces to support guest use and campus operations.
- Perform seasonal duties including leaf removal, mulching, pruning, planting, wood splitting, and landscape enhancement projects.
- Conduct routine inspections of grounds equipment and report maintenance or repair needs to supervisors.
- Assist with basic equipment maintenance, cleaning, fueling, and preparation for daily operations.
- Operate campus vehicles and transport equipment, materials, and supplies to various locations throughout the property.
- Identify and report safety hazards, damaged facilities, irrigation issues, drainage concerns, and other maintenance needs.
- Assist with event setup, campus projects, and special operational needs as assigned.
- Support other departments during peak operational periods and campus-wide initiatives when needed.
- Work independently and as part of a team to complete daily assignments efficiently and effectively.
- Follow all YMCA safety standards, risk management procedures, and equipment operating guidelines.
- Interact professionally and courteously with guests, staff, volunteers, and visitors while maintaining a positive and service-oriented attitude.
- Help ensure the campus remains attractive, functional, and guest-ready throughout the season.
- Demonstrate stewardship of the property by taking pride in the care and preservation of the campus's natural beauty and facilities.
- Support the mission, values, and hospitality standards of YMCA Blue Ridge Assembly through quality work, teamwork, and exceptional service.

COMPENSATION AND BENEFITS

- **$13.00-$14.00** per hour, based on experience and qualifications.
- Complimentary on-site housing in a furnished residence with utilities, Wi-Fi, kitchen access, and common living spaces included. **(NO BILLS)**
- Complimentary meals when conference groups are being served.

- Opportunities for professional development, certification training, and leadership growth.
- Discounts on YMCA Blue Ridge Assembly activities and lodging.

Housing Eligibility: Due to employee housing program guidelines, on-campus housing is available only to staff who are **18-28 years of age**. Applicants outside this age range may still be considered for employment but must secure their own off-campus housing, as housing accommodation will not be provided.

WHY JOIN OUR TEAM?

Join **YMCA Blue Ridge Assembly** and become part of a community where your work makes a difference every day. Set on a breathtaking 1,200-acre campus in the Blue Ridge Mountains, our team is dedicated to creating memorable experiences for guests from around the world. Whether you're launching your career, building professional skills, or seeking a unique seasonal opportunity, you'll gain valuable hands-on experience, grow through meaningful work, and develop lasting friendships in a supportive, mission-driven environment. At Blue Ridge, you're not just taking a job, you're becoming part of a tradition of service, hospitality, and personal growth that has impacted lives for more than 100 years.

APPLICATION PROCESS

If you enjoy working outdoors and take pride in maintaining beautiful and welcoming spaces, we invite you to apply for the **Groundskeeper** position at YMCA Blue Ridge Assembly. Join our team and help care for one of the most unique hospitality and retreat campuses in the Blue Ridge Mountains. Apply today through our website at **https://blueridgeassembly.org/employment-application/** or submit your resume to **Esteban Andrade** at **eandrade@yblueridge.org**. Applications will be reviewed on a rolling basis until the position is filled.