



JOIN THE AVALON TEAM

EMPLOYMENT APPLICATION

Build good work. Build a career.

Avalon Landscape Construction is a Northern Virginia design-build, property maintenance and snow & ice company. We are looking for people who take pride in the work, communicate well, and want to keep getting better.

DESIGN-BUILD

MAINTENANCE

SNOW & ICE

THE STANDARD

RELIABLE

Show up prepared. Follow through.

CRAFT

Details matter. Do it correctly.

TEAM

Communicate. Help the crew finish strong.

GROWTH

Learn the next skill. Take more ownership.



CANDIDATE GUIDE + FILLABLE APPLICATION

Read pages 2-3, complete pages 4-6, then return the saved PDF to your Avalon contact.

01 Who We Are

A quick look at the company, the work, and the standard we expect on every property.

A Northern Virginia landscape company

Avalon works across residential and commercial properties in Northern Virginia. Our crews handle landscape construction, hardscape, site work, recurring property maintenance and winter operations.

The goal is simple: solve problems, protect the property, communicate clearly and leave behind work we are proud to put our name on.



What we do

Landscape Design-Build

Planting, bed renovations, grading, drainage, sod and complete outdoor improvements.

Hardscape

Patios, walkways, steps, walls, base preparation and finish work.

Property Maintenance

Mowing, trimming, pruning, cleanups, mulch, turf care and property detail.

Commercial Grounds

HOAs, offices, managed communities and recurring site care.

Site Work

Excavation, drainage, grading, erosion correction and equipment-supported work.

Snow & Ice

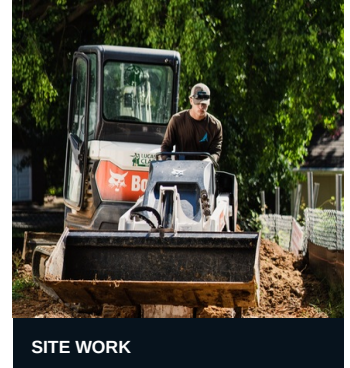
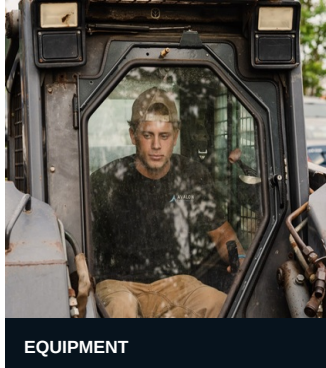
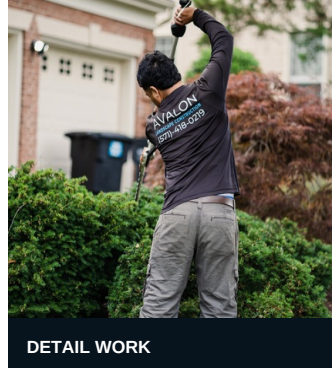
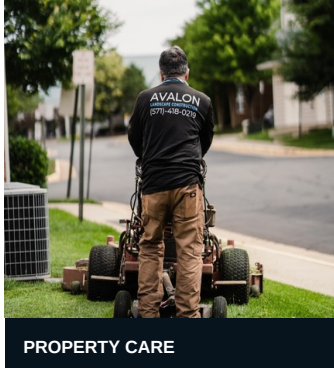
Plowing, sidewalks, de-icing, loaders and storm-response support.

How we work

- **Reliable**
Be where you are supposed to be and do what you said you would do.
- **Communication**
Ask questions early and keep the crew informed.
- **Teamwork**
Help the crew finish strong. No one wins alone.
- **Craft**
Work cleanly and correctly. Details count.
- **Safety**
Protect people, property, trucks, tools and equipment.
- **Growth**
Learn the next skill and teach what you know.

02 What Working Here Looks Like

Field work is physical, visible and team-based. We want applicants to know what the day really asks of them.



What you can expect

ORGANIZED WORK

Schedules, job assignments, equipment and job details are coordinated before the crew hits the site.

OUTDOOR CONDITIONS

Heat, cold, rain, mud, dust and physical work are part of many field positions.

REAL RESPONSIBILITY

You are trusted with client property, equipment, materials, job quality and communication.

GROWTH PATH

Strong performers can grow into equipment operation, crew leadership, foreman and production roles.

VARIED WORK

Construction, maintenance and winter operations create different types of work across the year.

CLEAR EXPECTATIONS

Pay, schedule, duties and benefits vary by role and are confirmed in the written offer.

A typical field day

7:30	8:00	12:00	Afternoon	Return
Shop huddle	On site	Lunch	Production push	Cleanup / prep

Start/end times vary by job, season, weather and position.

03 About You & Availability

Complete the fields below. Do not include a Social Security number, date of birth, medical history or other sensitive information.

1 Applicant information

FULL LEGAL NAME

PREFERRED NAME

PHONE

EMAIL

STREET ADDRESS

CITY

STATE

ZIP

2 Role interest

PRIMARY POSITION OF INTEREST

Select...



OTHER POSITION (IF APPLICABLE)

Full-time

Part-time

Seasonal

Snow / storm work

DESIRED START DATE

DESIRED COMPENSATION (OPTIONAL)

HOW DID YOU HEAR ABOUT AVALON?

Select...



3 Availability

DAYS AVAILABLE

☐ Mon	☐ Tue	☐ Wed	☐ Thu	☐ Fri	☐ Sat	☐ Sun
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EARLIEST START TIME

LATEST END TIME

HOURS PER WEEK DESIRED

ROLE LOGISTICS

- | | | |
|--|--|--|
| ☐ Legally authorized to work in the U.S. | ☐ Reliable transportation to the shop / meeting point | ☐ Willing to work outdoors in varying conditions |
| ☐ Valid driver license if applying for a driving role | ☐ Available for occasional Saturday work | ☐ Available for snow / ice work at night or early morning |

04 Experience & Skills

Tell us what you have done. Experience helps us place you correctly, but applicants can still be considered for trainable roles.

1 Work history

MOST RECENT EMPLOYER

COMPANY

POSITION / ROLE

DATES EMPLOYED

SUPERVISOR / CONTACT (OPTIONAL)

PHONE (OPTIONAL)

REASON FOR LEAVING

PREVIOUS EMPLOYER

COMPANY

POSITION / ROLE

DATES EMPLOYED

SUPERVISOR / CONTACT (OPTIONAL)

PHONE (OPTIONAL)

REASON FOR LEAVING

2 Skills - check what you have done before

☐ Commercial / residential mowing

☐ Pavers / patios

☐ Skid steer / compact loader

☐ String trimming / edging

☐ Retaining / seating walls

☐ Mini skid / track loader

☐ Shrub pruning

☐ Grading / soil work

☐ Mini excavator

☐ Mulch / bed prep

☐ Excavation / trenching

☐ Truck + trailer

☐ Leaf cleanup

☐ Base prep / compaction

☐ Snow plow

☐ Planting / transplanting

☐ Read plans / layouts

☐ Salt spreader

☐ Sod / seeding

☐ Client communication

☐ Zero-turn mower

☐ Drainage work

☐ Crew leadership

☐ Small equipment / hand tools

05 Tell Us About You

The best answers are specific. We are interested in how you work, communicate and want to grow.

1 A few questions

WHY ARE YOU INTERESTED IN WORKING WITH AVALON?

WHAT TYPE OF WORK ARE YOU BEST AT OR MOST INTERESTED IN LEARNING?

GIVE AN EXAMPLE OF A TIME YOU TOOK RESPONSIBILITY FOR QUALITY, SAFETY OR FIXING A MISTAKE.

WHAT WOULD YOU LIKE TO BE ABLE TO DO OR BE RESPONSIBLE FOR 12 MONTHS FROM NOW?

2 Additional information

LANGUAGES SPOKEN (OPTIONAL)

LICENSES / CERTIFICATIONS / TRAINING (OPTIONAL)

REFERENCES (OPTIONAL)

REFERENCE 1 - NAME

RELATIONSHIP

PHONE / EMAIL

REFERENCE 2 - NAME

RELATIONSHIP

PHONE / EMAIL

APPLICANT CERTIFICATION

I certify that the information I provided is accurate to the best of my knowledge. This application is not a contract or promise of employment; any offer is governed by the written offer, Avalon policies and applicable law.

TYPED SIGNATURE / FULL NAME

DATE

☐ I certify the above