



<https://treetechnique.com/job/team-leader-arborist-tree-surgeon/>

## Team Leader / Arborist / Tree Surgeon

### Description

**The Team Leader is responsible for managing and leading a team of arborists and ground crew in performing tree work, maintenance, and removal services. This role involves planning and executing projects, ensuring safety compliance, and delivering high-quality service to clients.** The Team Leader will utilise their extensive knowledge of tree work practices to mentor team members, coordinate daily operations, and ensure efficient and safe work environments.

### Responsibilities

#### Team Leadership and Supervision:

- Lead, supervise, and motivate a team of arborists and ground crew.
- Assign tasks and responsibilities, ensuring team members understand and execute their roles.
- Responsible for the workload and allocated job sheets.
- Monitor team performance and provide feedback for continuous improvement.
- Provide training and mentorship to enhance team skills and knowledge.
- To work as part of a team undertaking a full range of tree work including pruning, felling, shaping, planting of trees, stump grinding etc using full safety and climbing equipment and to BS3998:2010 or current standards.
- Undertake tree works outside normal working hours as and when required in response to out-of-hours emergency call-outs.
- Groundsman duties as and when required.

#### Project Planning and Execution:

- Plan and coordinate tree care projects, including pruning, removals, and health assessments.
- Ensure all projects are completed efficiently, on time, and to client satisfaction.
- Conduct site inspections to determine work requirements and develop project plans.
- Organising and delegating to the staff on-site with the correct tools and equipment to make sure the job is carried out as efficiently and safely as possible in the given time frame.
- Ensure that the business is run as smoothly as possible and all staff work efficiently as part of a team.

#### Safety and Compliance:

- Enforce safety protocols and ensure team compliance with industry standards and company policies.
- Conduct safety briefings and site-specific risk assessments before starting projects.

### Hiring organization

Tree Technique Ltd

### Employment Type

Full-time

### Industry

Arboriculture

### Job Location

Salisbury, Wiltshire, United Kingdom

### Working Hours

40 hours per week

### Base Salary

£ 28,500 - £ 55,000\*

### Date posted

16 February 2026

- Monitor work sites for potential hazards and implement corrective measures.
- Day-to-day health and safety compliance.
- Respond to emergencies and manage on-site incidents effectively.
- Ensure that work is carried out effectively to achieve quality and financial objectives, ensuring the safety of all members of staff and the public at all times.
- Responsible for undertaking arboricultural works following legislation, especially concerning working on or close to the highway and putting out and collecting all road signs following Chapter 8 of the Highways Act.
- Ensure appropriate personal protective equipment (PPE) is worn at all times and by all staff.
- Ensuring that all work is carried out safely and conscientiously in accordance with our quality policy.

#### **Quality Control:**

- Maintain high standards of workmanship and service quality.
- Inspect completed work to ensure it meets company standards and client expectations.
- Address any issues or complaints promptly and professionally.
- Document before/after photos on council contract work.

#### **Client Interaction:**

- Communicate with clients to understand their needs and provide professional advice on tree care.
- Assist with quotes and estimates for tree work projects.
- Ensure client satisfaction by delivering exceptional service and addressing any concerns.

#### **Vehicles, Machinery, Equipment, tools and Site Management:**

- Ensure all tools and equipment are properly maintained and in good working condition.
- Oversee the setup and dismantling of rigging and climbing systems.
- Manage site preparation, debris removal, and clean-up activities.
- Utilise all mechanical equipment, machinery and hand tools following relevant arboricultural operations.
- Maintain all mechanical equipment and machinery used in connection with the work in a clean condition and set up machinery before use to ensure effective operation.
- When required to drive allocated vehicles following the requirements of the Highway Code.
- Check the vehicle and related plant items daily before leaving the depot this includes the following checks, oil, water, fuel, lights, tyres, brake and other requirements including power mechanisms.

#### **Documentation and Reporting:**

- Ensuring risk assessments are in order, that site organisation and work are to the required standard and reporting any defective systems/equipment that could prejudice safe work.
- Maintain accurate records of work performed, including tree hazard identification and site conditions.
- Prepare reports on job progress, team performance, and safety compliance. Document any incidents or accidents and report them to management.

- PUWER & LOLER reporting.

## **Qualifications**

### **Preferred academic qualifications:**

- Level 3 in Arboriculture.

### **Essential Practical qualifications:**

National Proficiency Tests Council qualifications (NPTC):

- Chainsaw maintenance & cross-cutting timber (CS30)
- Felling and processing trees up to 380mm in diameter (CS31)
- Felling and processing trees over 380mm diameter (CS32/CS33)
- Accessing a tree using a rope and harness and aerial tree rescue operations (CS38)
- Aerial cutting of trees using free fall techniques (CS39)
- MEWP
- Chainsaw from MEWP
- Woodchipper
- Signing, lighting & guarding Operative (O6 / S6)

### **Desirable qualifications and training:**

- IOSH working safely
- City & Guilds NPTC Level 3, Aerial tree pruning (CS40)
- Forestry Commission OPM
- Level 4 qualification in Arboriculture
- Safety Critical Medical (SEQOHS Accredited)
- Register of Land-based Operations (ROLO)
- Construction Skills Certification Scheme and Landscaping (CSCS/LISS)

### **Essential Health and safety qualifications:**

- First Aid at Work or Emergency First Aid at Work (EFAW)

### **Essential requirements:**

- A current full clean driving licence and ability to operate company vehicles.

### **Preferred wider skills:**

- Excellent interpersonal communication.
- Leadership and decision-making.
- Delivering projects within allotted timeframes and budgets.
- Time management and organisation.
- Teamwork, patience and collaboration.
- Adaptability and flexibility.
- Conflict resolution and negotiation.
- Leadership and team coordination.
- Advanced tree climbing and rigging techniques.
- Safety management and risk assessment.
- Problem-solving and decision-making abilities.
- Customer service and client relations.

- Technical knowledge of arboricultural equipment and practices.

## **Preferred experience:**

- Minimum of 5 years climbing experience.
- Have relevant Arboricultural experience.

## **Working Conditions:**

- Outdoor work in various weather conditions.
- Physical demands including climbing, lifting heavy objects, and working at heights.
- Exposure to potentially hazardous equipment and materials.
- Flexible hours, including potential for weekend and emergency work.

## **Job Benefits**

- Personalised work environment: As a smaller company we foster a close-knit, family-like atmosphere where employees feel more valued and appreciated.
- Direct staff benefits: Personalised Equipment and PPE selection through being responsible for your own PPE budget & opportunity to join in a Company Pension.
- Direct communication: With fewer layers of management, our communication is more direct and effective, enabling faster decision-making and problem-solving.
- Varied responsibilities: Our employees have the opportunity to learn and grow into a variety of roles, providing opportunities to learn new skills and gain diverse experience.
- Stronger team bonds: working in a smaller team can lead to stronger camaraderie and better teamwork, enhancing job satisfaction and collaboration.
- Visible impact: employees can see the direct impact of their work on the company's success, which can be highly motivating and rewarding.
- Opportunities for growth: there are more opportunities for rapid career progression as our employees take on more responsibilities and demonstrate their capabilities.
- Community focus: we have a strong presence in our local communities, providing a sense of pride and connection to the area.
- Innovative culture: with less bureaucracy, we can be more innovative and open to new ideas from all team members.

## **Contacts**

\* Salary dependent on experience.

## **Paid trial days welcome**

Lee Hibbs

01980 626 353

[07780 003 575](tel:07780003575)

[info@treetechnique.com](mailto:info@treetechnique.com)