

Maintenance Operations Manager

Landform Inc.

Calgary/Rocky View County, AB
Full-Time, Year-Round

Salary: \$90,000–\$120,000 (based on experience)

At Landform Inc., a commercial landscape company in Calgary/Rocky View County, Alberta, we specialize in summer maintenance in communities, parks, and sports fields, and commercial snow removal. Our hands-on team values process-driven excellence in a supportive, people-first culture. We prioritize professional growth through comprehensive training and clear career paths in an inclusive environment.

We're seeking a strong, process-oriented leader for our Maintenance Operations Manager role—a senior position reporting to the Operations Manager. You'll direct the entire maintenance division (summer landscape maintenance and winter snow removal), leading supervisors, foremen, and crews. The business is growing, and we plan to grow further, with this role playing a key part in scaling operations effectively. This hands-on leadership position requires deep expertise in business, horticulture, equipment management, and team leadership to build high-performing, accountable teams.

Key Responsibilities

- Lead the maintenance team, mentoring supervisors, foremen, and crew members to promote accountability and strong performance.
- Oversee all maintenance operations, including scheduling, resource allocation, seasonal transitions from summer to winter snow, and equipment integration.
- Analyze P&Ls, job costing reports, and financials to drive decisions that improve division profitability.
- Implement efficiencies in equipment matching, crew workflows, and processes to reduce waste and downtime.
- Foster a culture of equipment care: enforce preventive maintenance, cautious operation, daily cleaning, and responsible use to extend asset life and minimize issues.
- Identify workflow inefficiencies, develop and roll out structured improvements (e.g., standardized protocols for loading/unloading, scheduling, preventive maintenance checklists), train teams on changes, and track results with data (e.g., downtime reduction, job costing accuracy, profitability gains) for continuous refinement.
- Support HR functions such as recruitment, low-emotion/fact-based performance reviews, and career pathing, maintaining compliance with Alberta employment standards.
- Provide senior leadership on escalated client issues (e.g., complex complaints or unresolved concerns) after initial handling by the Maintenance Supervisor and Senior Client Manager, delivering professional, solution-focused resolutions.
- Collaborate with other pillar leaders on company initiatives, emphasizing teamwork and improvement.

- Ensure application of horticulture and maintenance best practices across projects.

Qualifications

- 10 + years of experience in landscape maintenance and snow removal, including proven leadership of sizable teams (ideally 40–50+ people).
- Post-secondary education in management, business, or horticulture (e.g., degree in business administration or landscape management).
- Expert knowledge of horticulture best practices, equipment selection/usage (loading, tying down, trailer matching), and scheduling/management software (e.g., LMN).
- Proven track record in process improvement: identifying issues, designing/implementing scalable solutions, training teams, and measuring outcomes with metrics (job costing, downtime, profitability).
- Solid HR and leadership skills, including mentoring and fact-based performance feedback.
- Proficiency in financial analysis (P&Ls, job costing) to boost profitability.
- Alignment with Landform's Core Values (Professionalism, Accountability, Teamwork, Efficiency, People First) and a focus on building effective teams.
- Valid Class 5 driver's license; flexibility for weather-related hours.
- Safety certifications and knowledge of Alberta employment standards are assets.

What We Offer

- Competitive salary of \$90,000–\$120,000
- Comprehensive benefits package, including health/dental.
- Professional development opportunities in a growing company, with training in leadership, processes, and technical skills.
- Supportive team environment emphasizing work-life balance, collaboration, and meaningful impact.

If you're a proactive leader ready to drive results in a growing, people-first company, apply today! Submit your resume and a brief cover letter explaining your fit with our core values to [resumes@landforminc.ca]. We review applications within 24 hours and prioritize quick follow-up—expect a response soon.

Landform Inc. is an equal opportunity employer compliant with Alberta standards. We thank all applicants, but will contact only those selected for interviews.