

**Title: Deconstruction Specialist**

Type of employment: Full Time, hourly with benefits

Contact, send resumes to: Jillian Cain, Deconstruction Program Manager, [jillian.cain@habitatwake.org](mailto:jillian.cain@habitatwake.org)

SUMMARY:

Habitat Wake's Deconstruction Program is focused on salvaging building materials from construction projects within Wake County. Working in a team of two, projects executed by our in house team will mainly include kitchen cabinet set removals and could include light salvage of interior items such as cabinetry, doors, lights or hardwood flooring. Additional scope of work includes retrieval of material from full house deconstructions executed by sub contractors. We will utilize mainly staff labor to complete these projects with the opportunity to include volunteers. The salvaged materials are transported to the ReStore where they are sold to raise funds in support of building new Habitat homes for hard working families in Wake County.

Work schedule: 40 hours/week, Tuesday through Saturday at changing locations.

(Schedule is subject to change to Monday through Friday based on the demand of projects)

Hourly rate: \$13.60

Transportation from the ReStore/HFHWC offices to site will be provided.

Work Performed:

The Deconstruction Specialist reports directly to the Deconstruction Program Manager. The Specialist manages all job site activities, providing leadership and direction to assure safety and efficiency.

Main responsibilities include:

1. Coordinate with the Program Manager to understand and complete full scope of work for assigned jobs within the projected time frame
2. Provide leadership, direction and training to volunteers and staff on site throughout the material salvage process.
3. Manage and transport salvaged materials from deconstruction sites to the ReStore for resale.
4. Promote and maintain a safe and clean work environment.
5. Facilitate the maintenance of fleet and tool inventory.

Additional job responsibilities also include:

- Identify which materials to salvage and coordinate safe removal
- Teach volunteers about deconstruction tools, techniques and safety
- Effectively price and process materials salvaged into sellable units
- Transport and off-load materials
- Maintain an inventory of salvaged materials
- Maintain good relations and communication with in-store employees, management, and volunteers
- Professionally communicate and promote the benefits of deconstruction to the public
- Contribute to a safe and healthy work environment by practicing written and verbal procedures, rules, regulations and employee policy handbook guidelines.

KNOWLEDGE, SKILLS, AND ABILITIES DESIRED: (All are Essential)

- A strong belief in the organization's mission, goals, and accomplishments
- Ability to lead and manage others, both including staff and volunteers
- Specific knowledge in deconstruction methods and skill
- General construction knowledge, including HVAC and plumbing
- Strong problem solving skills
- Ability to teach new skills to untrained individuals
- Ability to work unsupervised while adhering to a pre determined schedule
- Skillfully and safely drive large truck with trailer and skidsteer
- Effective, clear communication
- Skillfully and safely operate construction equipment and specialized hand and power tools
- General knowledge of building material pricing
- General knowledge of ReUse industry
- Ability to establish and maintain excellent working relationships with supervisor, co-workers, volunteers, community service and other HFHWC staff.
- Desire to be a part of a high functioning and efficient team
- Demonstrate grace and humor under pressure
- Enjoy working with people from diverse backgrounds
- Clean driving record required

MACHINES, EQUIPMENT AND SPECIALIZED TOOLS APPROPRIATE TO FUNCTION INCLUDE: (All are Essential)

Heavy machinery: forklift, skid steer.

Power tools, hand tools, ladders, scaffolding, and various other construction tools including but not limited to gas powered generators and air compressors

Material processing materials: bundling straps, webbing straps, pallets, pallet jacks, price guns.

Work vehicles: pick-up truck with trailer, large flat-bed truck with trailer, box truck.

GUIDELINES:

Adherence to OSHA policies and HFHWC's plan and mission.

COMPLEXITY:

Requires flexibility in adapting to different work environments from site to warehouse to office.

Also, must adapt to and appreciate fluctuations in volunteer workforce.

Requires exceptional ability to organize and prioritize work and manage time and resources.

SCOPE AND EFFECT:

Errors in work performance have a high external impact affecting the public's perception of Habitat for Humanity.

CONTACTS:

The Deconstruction Site Supervisor has daily contact with other HFHWC staff, volunteers and donors

PHYSICAL DEMANDS:

Ability to perform in a construction setting – lifting, climbing, working at heights, etc.

Deconstruction is performed in both the heat of the summer and the cold of the winter, with consideration for extreme conditions.

Ability to lift over 50 lbs continuously.

WORK ENVIRONMENT:

Work is performed mainly on site and at the warehouse

SUPERVISORY RESPONSIBILITIES:

Will provide leadership to volunteers, insuring all materials are removed, processed, and transported safely. Will supervise volunteers and community service workers in store processing materials.

MINIMUM EDUCATION AND EXPERIENCE REQUIREMENTS:

Some amount of related experience is preferred but not required

Experience in related fields such as re-use/thrift stores, construction, trades, truck driving; or, an equivalent combination of education, training, and experience is advantageous.

NOTE:

In accordance with the American with Disabilities Act of 1990, the "essential functions" of this position listed under the sections "Work Performed," "Knowledge, Skills, and Abilities Required." "Physical Demands," and "Machines, Equipment, and Specialized Tools Appropriate to Function" are designated with an "E."

We are an equal opportunity employer. Applicants are considered for positions without regard to veteran status, uniformed service member status, race, color, religion, sex, sexual orientation, national origin, age, physical or mental disability, genetic information or any other category protected by applicable federal, state or local laws.

THIS COMPANY IS AN AT-WILL EMPLOYER AS ALLOWED BY APPLICABLE STATE LAW. THIS MEANS THAT REGARDLESS OF ANY PROVISION IN THIS APPLICATION, IF HIRED, THE COMPANY OR I MAY TERMINATE THE EMPLOYMENT RELATIONSHIP AT ANY TIME, FOR ANY REASON, WITH OR WITHOUT CAUSE OR NOTICE.