



Job Title: Field Supervisor
Compensation: \$20.00 per hour
Location: Cambridge Transfer Station (4914 MN-95, Cambridge, MN 55008)
Type: Temporary, non-exempt

Job Summary

In partnership with the East Central Solid Waste Commission, (ECSWC) Better Futures will conduct a waste diversion initiative at the Cambridge transfer station.

Description of this Temporary, Non-Exempt Position:

The Waste Diversion Supervisor position is part of an ambitious enterprise that initiates, promotes and protects Environmental Stewardship.

The goals of this pilot are to:

1. Test a process and techniques for diverting used building materials and household goods from the waste stream
2. Document the weight and type of materials diverted for reuse or recycling
3. Document the financial costs and benefits of this diversion process
4. Use the experience to inform the design of an ongoing diversion and reuse operation at the site
5. Begin to promote the availability of reusable goods to County residents

The Field Supervisor will serve as Better Future's point person for this project. The Field Supervisor's duties include:

1. Evaluate materials that are being dropped off by County residents. Determine which materials are reusable / saleable.
2. Unload, move, and store the diverted materials to a designated area on the transfer station campus.
3. Clean, repurpose and/or make small repairs to items as needed.
4. Operate a point of sale during occasional sale days.
5. Pack and load materials for transport to offsite locations as needed.
6. Gather and maintain project performance data, which includes maintaining daily logs documenting the type and weight of all materials diverted. Assist with preparing weekly performance reports and a final report.
7. Market the diverted materials on social media, including Facebook Marketplace & Craigslist.
8. Maintain excellent relations with all ECSWC staff, especially the staff working at the transfer station.
9. Consistently greet and assist County residents with respect and good cheer.

10. Communicate effectively, both verbally and in written form.
11. Safely operate hand tools and power equipment.
12. Maintain a safe work environment at all times. Comply with all safety standards and always wear personal protection equipment. Be responsible for maintaining equipment and tools needed to complete assignments.
13. Maintain high standards and assure that the mission, goals and values of Better Futures are being met on a consistent basis.

Experience and Qualifications:

- The equivalent of at least one year experience working in the fields of construction, building maintenance, recycling, or a related field, including front-line supervisory experiences.
- A high school or high school equivalency diploma.
- Familiarity with online resale platforms such as Facebook Marketplace and Craigslist. Experience with Square preferred.
- The ability to work autonomously, to focus on detail and to think creatively.
- The ability to communicate clearly and effectively to various groups.
- A focused ability on problem solving.
- An understanding of the basic principles of customer service and of a customer driven business.
- A valid Minnesota driver's license with a driving record that meets the standards established by Better Futures.

Conditions of Employment:

- Must be able to lift up to 75 pounds;
- Must be able to ascend/descend inclines, stoop, reach and retrieve materials above shoulders and on the ground;
- Must be able to carry and position materials such as used building materials and household goods.
- Must be able to work outdoors, in temperatures ranging between below zero to extreme heat and humidity for extended periods.

Offers Contingent Upon:

- Successful completion of pre-employment exam and drug/ alcohol screening.
- Successful completion of background check in accordance with Fair Credit Reporting Act for employment purposes and driving history.
- Verification of references.

Better Futures Minnesota is an Equal Opportunity Employer. Better Futures Minnesota is committed to a policy of equal treatment and opportunity in every aspect of its relations with contractors, consultants, and prospective employees, and will not discriminate against applicants because of race, creed, color, national origin, age, disability, marital status, sex, or sexual orientation. Veterans and people who have records of former incarceration are encouraged to apply for this position.

Overview of the Enterprise

Better Futures Minnesota is a bold venture with the goal of causing change on three levels. First, we exist to support and fuel the aspirations of men who want to make changes in their lives and walk a better path. Second, we aim to change the policies that have locked these men out of the mainstream and locked them into a perpetual cycle of violence, dependency, unemployment, homelessness, and incarceration. Third, we must change the practices that intentionally or unintentionally discriminate against them.

We have not set easy goals. Success on the Better Futures team requires self-confidence, tenacity and resilient energy. Change, whether it is changing a lifetime of habits or the beliefs and practices of society, is not easy. We must have the ability to persevere in spite of setbacks. We are looking for people who care deeply about the social, economic, and environmental issues addressed by Better Futures. This is not the place for someone merely looking for a job.

Better Futures offers a healing culture and community. As a staff committed to supporting this community we value:

- The potential of all people
- Meaningful relationships based on trust and openness
- Personal responsibility
- A culture grounded in honesty and integrity
- A focus on achieving results and holding one another accountable for those results

To be considered for this opportunity, please send (via postal mail or electronic mail) a current resume to:

Anne Murray
Director of Operations & Compliance
Better Futures Minnesota
2620 Minnehaha Avenue
Minneapolis, MN 55406
amurray@betterfutures.net

Interviews will be scheduled and a candidate selected no later than February 29, 2024. Training and orientation for this position will begin shortly thereafter.

Better Futures Minnesota is committed to a policy of equal treatment and opportunity in every aspect of its relations with contractors, consultants and prospective employees, and will not discriminate against applicants because of race, creed, color, national origin, age, disability, marital status, sex, or sexual orientation.