

### VISION

A healthy community where people are meaningfully and gainfully employed and business practices embrace an ethical, social mandate.

### MISSION

To foster dignified, gainful work opportunities for people facing multiple barriers to work.

### VALUES

#### Empowerment

By connecting and entrusting people with meaningful work opportunities, we desire to enlarge and elicit their gifts and capacities for work and therefore, their ability to contribute to the common good.

#### Interdependence

Our future's connected with those we include in our work. Therefore, we embrace a model of interdependence - mutually giving and receiving to create a more caring and just neighborhood.

#### Stewardship

We will attend to the resources and relationships that we have received. Therefore, we will promote the good of others and the care of creation while being fiscally responsible.

#### Transformation

We are committed to a vision of the world where all are valued, and all will make valuable contributions. A change like this does not require technological advances or improved efficiencies but new ways of relating, being, and seeing.

At JustWork our understandings of these values and this new world are grounded in the Christian Story. The Story calls us to live by faith, not sight, patiently waiting as we orient ourselves towards what will be, the coming reign of God.

### POSITION MANDATES

Within the context of the Mission, Vision, and Values of JustWork, the Manager of JustRenos is responsible for leading a working crew under the direction of the Executive Director.

### RELATIONSHIPS

- The Renos Assistant Manager will work closely with the JustRenos Staff in the completion of renovation contracts.
- They will lead a crew, who operate in an atmosphere of feeling welcomed and supported.
- They will be supervised by and report to the Executive Director.

### **Job Responsibilities:**

- Complete renovation projects at a professional level.
- The Renos Assistant Manager will be conscious of time and have professional communication with customers around project-related questions.
- Interact with Supervisor around project and staffing related items.
- Requisition supplies and materials.
- Adhere to and train employees in job duties, safety procedures, and company policies.
- Supervise the work of employees on the job-site according to their abilities.
- The Renos Team Member Conduct job quotes and estimates for work as directed by Supervisor.
- Assist in scheduling and managing employees for overall Renos activities.
- Provide job-skill and life-skill (e.g., conflict resolution) mentoring to employees.

### **Requirements:**

- Significant experience in the diverse skills needed to handle renovation projects: carpentry, drywall, flooring, basic plumbing and electrical, etc.
- Experience as a crew leader.
- Experience in interacting positively with individuals who face barriers to work is an asset.
- The Renos Assistant Manager will have the ability to provide leadership in the context of a Christian organization, as well as
- excellent interpersonal and facilitation skills and is a good team player.
- Possession of a valid driver's license is a must.

### **Compensation:**

Compensation will be commensurate with experience. Employees are given a 6-month trial period after which a review will be conducted based upon performance.