

Groundwork RVA Green Workforce Foreman

About Groundwork RVA:

Groundwork RVA is a youth development organization working to transform the natural and built environment of Richmond, VA in community supported and led initiatives that work at the intersection of the environment, equity, and civic engagement. Through inclusive, meaningful community engagement and cross-sector collaboration, Groundwork RVA creates learning and hands-on skills-based opportunities to create a greener, more sustainable future that includes youth voice and emphasizes the needs of our historically disenfranchised communities. Interested candidates should review our website, <http://groundworkrva.org>.

Position Summary:

The Green Workforce Foreman will oversee Groundwork RVA's Green Workforce Crew Chief and Crew Leads. This position is the "driver" who assures the efficiency and success of projects undertaken by Groundwork RVA. The position reports to the Arborist/Project Director and is a full-time exempt position.

Responsibilities:

The GWF Foreman is responsible for direction, supervision, training, and troubleshooting of routine issues that occur on a daily basis. Details include:

- Driving daily tasks according to priorities and plans, making changes when necessary due to weather, supply, delivery and personnel.
- Leading from the front and providing a consistent example of efficient work technique.
- Delegating individual responsibilities and projects to crew members efficiently
- Providing adequate resources and staffing to meet project best practices and safety needs
- Training crew on safe/proper use of tools, machinery and equipment while providing training on safety gear, helmets and procedures
- Resolving conflicts or miscommunications quickly and amicably
- Regularly reporting project status to supervisors
- Accurately record weekly operations, time and attendance and supply to supervisors
- Manage GWRVA's fleet of small engine equipment and vehicles and instruct crew members on basic maintenance including,
 - Oil Changes & Filter Changes
 - Simple Repairs or identifying problems and sending them to the repair shop.

Qualifications, education and experience:

- Experience in and ability to build or expand skills in construction and restoration work, including woodworking, sheetrock, finish carpentry, landscaping, and masonry projects.
- Passion for Groundwork RVA's mission and for youth development and emerging adults
- Have a valid driver's license and be willing/able to drive long distances, driving a van, mini bus, truck, and pulling a trailer.
- Ability to work both independently without close , and as a team player productively engaging with others within and outside of the organization.

- Sensitivity to all gender expressions, comfort working alongside LGBTQIA+ youth, and an awareness of, sensitivity to, and celebration of racial and ethnic differences.

Other Requirements:

- Participate in staff meetings and other organizational activities as needed.
- A background check will be completed prior to the start of the job and at least annually.
- Other tasks as assigned .

Preferred Skills & Knowledge:

- Basic knowledge of Green Infrastructure construction and climate resilience best practices installation and maintenance.
- Understanding and/or willingness to learn about of racial equity and a commitment to continuous personal learning and growth around issues of race, gender, queer, and class equity.
- Understanding or willingness to learn about best practices in youth and young adult trauma and building resilience.
- Understanding and/or willingness to learn about Environmental Justice and Climate Resilience

Compensation

Competitive salary, commensurate with experience and qualifications, with an anticipated range of \$45-50,000. Health insurance (75% paid), vision and dental; generous vacation, sick, and holiday leave. Retirement benefit with employer match.

Applications

Please submit a cover letter and resume all in one document to info@groundworkrva.org. Applications will be accepted on a rolling basis. All applications sent on or before May 15th are guaranteed review. Target Start Date: June 1, 2024. Only those selected for interviews will be contacted – your understanding is appreciated.

Groundwork RVA is an equal opportunity employer, committed to maintaining and growing a diverse team, and an anti-racist organization committed to doing business in keeping with core values of relevance, equity, diversity, and inclusion.