



Maintenance Technician Job Posting

Overview: Beyond Housing exists because home matters. We begin with actual houses and housing preservation, focusing on quality and stability to give people a place to start. But there is more to a home than the house ~ home is about the life that happens in and around the house, as well as the life that fuels and draws out the best of the people within it. That life, in turn, is shaped by the community, its influences, its structures, and the people and dynamics that define it.

Beyond Housing helps entire communities become better places to live. We engage where we're needed, focusing on building consensus among leaders, providing and preserving housing, fostering community structures that shape lives, and guiding systems that make people's lives better.

We lead with vision for what a community can be ~ every community is different, but thriving communities tend to share the same basic set of positive traits regarding housing, safety, education, health, infrastructure, and access to basic human services.

We bring together leaders and resources, volunteers and citizens, and pursue a wide assortment of creative approaches to build stronger, healthier communities for life.

Finally, we are community builders, not kingdom builders. "It's their neighborhood, future, & dreams". Our objective is to help build, and contribute the good things we do for the sake of adding value to the lives of the people we're honored to serve.

Position: Maintenance Technicians are responsible for a wide variety of skilled and unskilled tasks relating to the repair and upkeep of a growing rental portfolio of 400+ single family scattered site homes and apartments.

Responsibilities include, but are not limited to:

- Electrical- perform routine electrical repairs such as: wiring, fuses, fixtures and sockets, and repair/install/service HVAC systems
- Plumbing- perform routine plumbing repairs such as: replace/repair/service water heaters, clear drain lines, replace broken pipes-worn out washers- gaskets and or faucets- and floats.
- Carpentry- perform routine carpentry repair such as: kitchen cabinets, window screens/glass, door locks, and plaster/drywall
- Mechanical- perform routine mechanical repair such as: repair/diagnose all major appliances, operate mower, snow blower, auger, and other needed power tools
- Pest Control- perform semi-annual and as needed pest control services
- Other unskilled tasks such as: interior and exterior painting, floor tile installation and repair, interior cleaning, lawn mowing, leaf raking, tree/shrub trimming, debris removal, snow removal, and other landscaping duties.
- Inventory- identifying, cataloging, and procuring necessary materials used in maintenance operations
- Basic troubleshooting and routine maintenance.
- Recognize when specialized knowledge is needed
- Other duties as assigned

Personal Qualities:

- Collaborative -- A dynamic personality that is collaboratively minded, can recognize and identify strengths, seek consensus around mutual goals, and build meaningful relationships.
- Creative and Curious -- A systems-thinker and builder, who is not afraid to be innovative in designing solutions and has skills in articulating these ideas and concepts.

- Methodical -- Strong analytical, systems, and problem solving skills to evaluate performance, prepare reports, and recommend/implement solutions using independent judgment. Ability to move from concepts to action through strong program design and evaluation.
- Reliable -- Leadership skills that reflect and value a team approach, demonstrated integrity, effectiveness, efficiency, and the ability to deliver high quality service. Highly capable of handling multiple tasks, projects and timelines. Excellent oral and written communications skills.
- Trusted -- Ability to work with residents, partners, and staff of diversified backgrounds with a positive, optimistic, solutions oriented attitude. Shares a deep respect for the community, its stakeholders and the residents that we serve.
- Driven -- Passion for the work and an interest in continuous learning and improvement.

Experience and Qualifications:

- High school diploma or GED required
- Technical training or extensive hands on experience required
- 2 years' experience in rental maintenance and/or similar field preferred
- An above average knowledge of electrical, plumbing, carpentry, and mechanical systems, with specialized knowledge in at least one of the before mentioned areas.

- Ability to carry out other tasks, perform physical labor, operate tools and machinery, and lift at least 80 lbs.
- Ability to work in wet, damp, hot, cold, or dusty places
- Ability to stoop or kneel in order to gain access to work areas
- Ability to work while standing for extended periods of time
- Must be able to recognize and correct conditions which require maintenance work
- Excellent interpersonal and verbal communication skills, with the ability to communicate in a professional and cordial manner with co-workers and residents
- Ability to work effectively in both individual and group settings.
- Must respond to 24-hour maintenance emergencies during evening, weekend, and holiday hours. Schedule is based on a department rotation
- Must have valid class E license and valid insurance. Truck or van transportation is preferred

Physical Requirements:

This position works primarily in a social services agency environment supporting multiple functions directed at assisting clients with home ownership. The Maintenance Technician will perform most functions in a business setting, either at the regular assigned worksite, or at off-site offices, training rooms and/or other room found to accommodate small or large groups of clients. This position may frequently fluctuate from being constantly sedentary while compiling documents, working on computers; phones and in personal interaction and conversations to being constantly in motion. This position may require occasional standing depending on the task being performed. The constant use of eyes and hands will be required in all environments where work is performed involving clerical task and personal interactions. The incumbent may frequently sit, stand, walk, reach, stoop, climb, lift, carry and bend when performing essential job function including traveling to worksites in a vehicle. Seldom is defined as 1% to 5% of the time. Occasional is defined as 6% to 39% of the time. Frequently is defined as 40% to 74% of the time. Constantly is defined as 75% to 100% of the time.

LIFTING REQUIREMENTS:

- Lifting 50 pounds maximum with frequent lifting and/or carrying of objects weighing up to 25 pounds. This is considered a medium lifting required position.
- PHYSICAL DEMANDS:
 - Bending - frequent
 - Pushing - frequent
 - Hearing - constant
 - Reaching - occasional
 - Climbing - occasional
 - Seeing - constant
 - Speaking - frequent

- Standing -constant
- Walking - constant

Definitions:

Constant - activity is continually occurring and required to perform the essential functions of the job. Frequent - activity is a usual and customary part of the essential function of the job. Occasional - activity is needed to perform the essential functions of the job at random intervals. Not Required

Supervisor:

- Direct- Maintenance Manager
- Indirect- Maintenance Superintendent

Supervises:

- None

Salary and Benefits:

- \$21.00 - \$23.00 per hour
- Full-time hourly position with benefits for full-time position as determined in current Beyond Housing Employee Handbook

Application Instructions:

Please send resume and cover letter to HR@beyondhousing.org. This position will remain posted until it has been filled.

Beyond Housing believes that each individual is unique and we are committed to respecting the diversity of all individuals. We strive to move beyond simple tolerance, embracing and celebrating the differences contained within each of us, making us stronger as whole.

The above statements are intended to describe the general nature and level of work being performed by people assigned to this position. They are not intended to be a complete list of all responsibilities, duties, and skills required. Beyond Housing is an Equal Opportunity Employer.

ADA – Beyond Housing is committed to furthering the purpose of the American with Disabilities Act (ADA). The company is always willing to consider reasonable accommodations, which may allow a disabled person to perform this or any other job. The **Summary of Physical Requirements** is a list of what we believe at this point to be necessary in order to perform the essential functions of the job.

Diversity & Inclusion Statement: At Beyond Housing, we are committed to promoting ***Diversity, Inclusion, and Equity*** throughout our organization and culture. We strive to understand and appreciate the individuality of every employee and create a better place to work for all. We nurture a culture where everyone positively acknowledges equity through action and is aware, understanding, and appreciative of diversity.

Our vision is to go beyond simple tolerance and fully embrace the things that make each person unique. We recognize that our employees' differences support our ability to advance equity for the communities we serve. Further, we understand that equity is critical to the fulfillment of our mission to help entire communities become better places to live.