



**Job Title:** Field Supervisor  
**Compensation:** \$20.00 per hour  
**Location:** Dodge County Transfer Station (62236 240<sup>th</sup> Ave, Kasson, MN 55944)  
**Type:** Seasonal, temporary, part-time, non-exempt

### **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

If you are energized by these challenges, keep reading to learn about the specific requirements of this position.

### **Description of this Seasonal, Temporary, Part Time Position:**

In partnership with Dodge County, Better Futures will conduct a 12 month waste diversion initiative at the County's transfer station.

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. This will initially be a part-time, 20-24 hr/ week position with the potential of a future full-time position.

The field supervisor's duties include:

1. Consistently greet and assist customers with respect and good cheer. Operate a point of sale during occasional sale days.
2. Unload, move, and store used materials.
3. Pack and load materials for transport to Better Futures warehouse.
4. 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.
5. Maintain excellent relations with all Dodge County staff, especially the staff working at the transfer station.
6. Communicate effectively, both verbally and in written form.
7. Safely operate hand tools and power equipment.
8. 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.
9. Assist with preparing budgets and bids for new work.
10. 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 two years 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.
- The ability to work empathically with a challenging group of workers without compromising Better Futures' standards and values
- Be able to lift up to 75 pounds; ascend/descend inclines, stoop, reach and retrieve materials above shoulders and on the ground; carry and position materials such as used building materials and household goods.
- The ability to supervise, coach and mentor workers. This qualification will require mature judgment in handling personal and interpersonal situations.
- A basic understanding of group dynamics and the desire and willingness to learn on a continual basis. The learning curve for Better Futures' staff is steep.
- The ability to work autonomously, to focus on detail and to establish and mirror to the workers a norm of finished work.
- A range of "soft skills", including sensitivity, active listening as a core value, the ability to build trust, and conflict management skills of a high order.
- 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.
- Be drug-free as verified by a urinalysis

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

Alex Baldwin  
Waste Diversion Manager  
Better Futures Minnesota  
2620 Minnehaha Avenue  
Minneapolis, MN 55406  
[abaldwin@betterfutures.net](mailto:abaldwin@betterfutures.net)

All materials must be received by 500 pm, March 17, 2023. Interviews will be scheduled and a candidate selected by Friday, March 31, 2023. Training and orientation for this position will begin on Tuesday morning, April 04, 2023.

*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.*