



TITLE: Salvage Specialist

Department: Store
Reports to: Store Manager
Status: full-time hourly, eligible for overtime
Schedule: Tuesday-Saturday 10AM-6PM
Starting Pay: \$18.00/hour + Full Benefits, bilingual English/Spanish pay differential available

Are you passionate about reuse and climate justice? Do you enjoy physical work and helping people? Apply today to join our team!

COMPENSATION PACKAGE:

Starting Pay Rate \$18.00/hour Bilingual English/Spanish pay differential available. Current benefits package:

- 100% employer-paid Kaiser medical coverage for employees and 50% employer-paid coverage for spouse and dependent children (silver base plan or bronze high-deductible plan). Gold buy-up plan available at additional employee cost.
- 100% employer-paid dental coverage for employees and 50% employer-paid coverage for spouse and dependent children, with vision benefit, through Standard Insurance.
- Flexible Spending Account, Health Savings Account and Dependent Care Savings Accounts available.
- 3 weeks paid vacation, 2 weeks paid sick, and 7 paid holidays accrued annually.
- Employer-paid Life and Short-Term Disability Insurance.
- Employee Assistance Program (EAP)
- 401(k) Plan (pre- and post-tax options available)
- Free RBC Education Class attendance (materials fees may apply)
- 20% ReBuilding Center store discount

JOB SUMMARY:

The Salvage Specialist provides excellent customer service in-person, online and by phone to customers, volunteers and donors; supports store operations by moving materials, running the cash register, supervising volunteers, opening and closing, and completing materials-related projects; and supports company-wide initiatives and events. This position is ideal for someone who loves physical work, interaction with all kinds of people in a dynamic environment, and is passionate about environmental justice and reuse.

PRIMARY DUTIES & RESPONSIBILITIES:

- **Customer Service:**
 - Provide excellent customer service in-person, online and by phone to customers, volunteers, donors, members and other RBC guests.
 - Provide a safe, welcoming, and accessible space for all people.
 - Provide information, inspiration, and alternative solutions.
- **Teamwork:**
 - Demonstrate positive personal relations with all, and actively employ the ability to work as part of a team with co-workers and volunteers.
 - Train fellow employees as needed.
 - Work side by side with volunteers on special projects and while carrying out day-to-day work duties.
- **Store Operations:**
 - Open and close the store.
 - Run cash register and point of sale system, including processing credit card & Apple Pay payments

- Work in all areas of the store: lumberyard, appliances, doors & windows, cabinets, plumbing, lighting, etc. to price, stock and merchandise materials.
- **Safety:**
 - Complete daily store walk-through procedures.
 - Follow all safety rules and regulations, including strict adherence to COVID-19 procedures.
 - Ensure that the public is safe when materials are being loaded/unloaded and stocked, and when forklift is in use.
 - Directly contribute to a safe work environment at all times including resolving, if possible, any noticed hazards.

REQUIRED JOB QUALIFICATIONS, SKILLS & ATTRIBUTES:

- Lift, push, pull and carry up to 75 lbs. safely throughout the workday, using ergonomically correct lifting methods. Conduct repetitive movements including stacking, lifting, bending, and other related physical tasks. Work on concrete floors throughout the workday in all types of weather.
- At least one year customer service experience working with the public and processing payments/handling cash.
- Strong interpersonal, communication, and conflict resolution skills.
- Enjoy working with diverse circles of people from varied backgrounds and the general public.
- Able to report to work with steel- or safety-toed shoes on the first day.
- See opportunities where others see challenges.
- Be self-motivated, reliable, and enthusiastic.
- Embrace RBC's values of Sustainability, Inclusion, Scrappiness, Fun, Compassion and Respect.

TO APPLY:

Complete an [online Salvage Specialist application](#) or pick up a paper application at our store at 3625 N Mississippi Ave. No phone calls, please. Position open until filled. We will be interviewing on an on-going basis. Learn more at rebuildingcenter.org.

ABOUT THE REBUILDING CENTER:

ReBuilding Center is on a mission to make reuse and repair accessible to all as a means to reduce waste, end overconsumption, and empower homeowners and renters by making better use of our existing resources. We know that the ability to perform home repairs is one of the key factors in keeping people in their homes longer, especially people living with low incomes, and with the high cost of building materials our services are needed now more than ever. Through our huge retail warehouse of affordable reclaimed building materials and our repair skills classes, we aim to normalize reuse and help people perform safe, affordable, sustainable home repairs and improvements to build economic resilience, keep stuff out of landfills, and keep people in their homes.

What's it like to work at ReBuilding Center? For starters, you can bring your whole self to work. Our team finds joy in their work, and we make sure the people we serve find joy in their experience with us. We're a scrappy bunch, focused on sustainability, respect for ourselves and our community, and teamwork. And we continually learn and improve our practices, policies, environment, and culture to move in the direction of becoming an actively anti-racist organization. We love this place!

ReBuilding Center is an Equal Opportunity Employer and we maintain a team that reflects the diversity of the communities we serve. Over and above our commitment to non-discrimination, we seek to employ members of the community who have experienced poverty and members of historically marginalized groups.