



Job Opening at Solid Ground

Job Title: Food System Support Driver (\$2,000 Hiring Bonus)

Supervisor: Food System Support Program Manager

Department: Hunger and Food Resources

Union Affiliation: OPEIU
(Associated dues will apply)

Status: Non-Exempt

FTE: 1 FTE

SALARY GRADE: 20

Solid Ground envisions a community beyond poverty and oppression where all people have equitable opportunity to thrive. We are committed to working with compassion, integrity, accountability, respect, collaboration, and social justice approach to supporting people to build well-being so that they can fully contribute to society, now and into the future. We value collaboration and leadership from the communities we serve. As our workforce evolves to reflect the diversity of the communities we serve, our agency and workplace will be enriched and strengthened and as such we will:

- Demonstrate the initiative to learn and enhance skills that promote anti-racism, cultural competency and an understanding of oppression and its impact.
- Participate in intentional learning efforts, including events relating to understanding and dismantling institutional racism and building cultural competency, and to encourage staff to fully engage in those activities.

Job Summary: The Food System Support Driver is responsible for picking up food and non-food items from food distribution warehouses such as Northwest Harvest and Food Lifeline and making deliveries to various Seattle food banks in accordance with program policies and procedures and a predetermined delivery schedule.

Essential Responsibilities, Duties and Tasks:

70% Deliver food and non-food items to Seattle food banks **five** days a week, including loading and unloading the truck. Count, verify, and sign off on all “pick orders” for food deliveries at warehouses. Issue order forms to food banks for verification and signature. Pick up pallets, bread trays, milk cartons, wooden bins, etc. from food banks and return them to proper warehouse as required; Provides input to Food System Support staff in developing and revising regular and holiday schedules for food pick-ups and deliveries. Follow set delivery schedule and communicate immediately with supervisor if deviation from schedule becomes necessary.

- 10% Perform daily a daily vehicle inspection prior to used and conduct a Post-Trip Inspection at the end of each shift. Keep Food System Support staff informed of problems and concerns related to scheduling, mechanical problems, and any program needs including new or replacement equipment such as pallet jacks, hand trucks, etc.
- 10% Develop and maintain positive working relationships with food bank and warehouse staff and volunteers, and work with staff to maximize efficiency and ensure the highest safety standards. Contact and troubleshoot with food programs if and when mechanical or other problems occur which delay deliveries.
- 5% Complete reports and activity logs as required.
- 5% Participate in program, department and agency Anti-Racism Initiative and various meetings and trainings as required.

The duties listed above are intended only as illustrations of the various types of work that may be performed. The omission of specific statements of duties does not exclude them from the position if the work is similar, related, or a logical assignment to the position.

Education and Experience:

Requires one of the following:

- a) A high school diploma AND two years of experience; **OR**
- b) Any combination of education, experience and measurable performance that demonstrates the capability to perform the duties of this position.

Minimum Qualifications:

- Must be 21 years of age.
- Strong map-reading skills and knowledge of Seattle area traffic routes and patterns.
- Valid Washington State driver's license and a clean driving record for the past five years: no serious moving violations, no at-fault accidents, no DWI's.
- Ability to pass pre-employment substance abuse test and abide with company Substance Abuse Policy, including random drug testing.
- Ability to physically perform position duties (see physical demands).
- Ability to operate a manual or electric pallet jack.
- Must have at least 2 years' experience driving a diesel truck with **32,000**-pound cargo capacity.
- Ability to work individually in a self-directed manner and be part of a team.
- Excellent organizational abilities, initiative, and attention to detail; effective time management skills, ability to multi-task.
- Effective communication skills, both oral and written.
- Excellent customer service skills, including demonstrated ability to maintain effective relationships with staff, clients, co-workers and general public.
- Ability to make decisions and maintain patience under stressful conditions.

- Willingness and ability to work with people from a variety of racial, cultural and economic backgrounds, with various lifestyles, sexual orientations, and of all ages.
- Experience with MS office.

Desired Qualifications:

- CDL- commercial driver's license

Physical Demands/Working Conditions: This position works 10% in the office, and 90% of the time in the field. In the field, employees spend 60% of the time driving a truck and 40% of the time loading and unloading the truck. Position requires employee to lift/carry up to 25-50 pounds seldom, and push/pull 50-75 pounds frequently. You may have to push or pull a pallet that weighs up to 2,000 pounds using a manual pallet jack. Position requires sitting and driving frequently. Walking and stairs required.

Hours & Compensation: This is a full time **40 hours/week union** position that pays **\$18.87 per hour plus \$2,000 bonus** paid 50% at three months and 50% at six months of continuous employment. Benefits include medical, dental, short-term, and long-term disability insurance, basic life insurance, 401(k) savings plan including agency contribution and match, holiday pay, generous paid personal leave package and tax-sheltered health care and dependent care accounts.

To Apply: Applicants must complete the Solid Ground application form specific to this position. To find an application online, go to <https://www.solid-ground.org/get-involved/careers/> then click on the Job Title for this position and complete the application. You may also leave a message on our job line at 206.694.6840 requesting a specific job application, or you may apply in person at 1501 North 45th Street in Seattle's Wallingford neighborhood.

Closing Date: Open Until Filled

Until further notice, Solid Ground requires all employees to be fully vaccinated against COVID-19.

Solid Ground is an equal opportunity employer committed to workplace diversity. We do not discriminate on the basis of gender, age, race and color, religion, marital status, national origin, disability or veteran status.