



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.

Preferred Experience and Qualifications:

- HVAC certification required
- Must have valid class E license and valid insurance. Truck or van transportation is preferred
- 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
- High school diploma or GED required

Supervisor:

- Direct- Maintenance Supervisor
- Indirect- Manager of Rental Housing

Supervises:

- None

Salary and Benefits:

- Full-time hourly position with benefits for full-time position as determined in current Beyond Housing Employee Handbook

Application Instructions:

Please send a **resume and cover letter** to Beyond Housing Human Resources by September 30, 2019, at hr@beyondhousing.org. For more information on Beyond Housing, visit www.beyondhousing.org

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. 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.



Physical Demands (Percent of time applicable during a workday)

Description	%	Description	%
Climate Controlled Environment	70%	Taste	
Non-climate controlled environment	30%	Smell	10%
Inside Building/structure	70%	Stooping	40%
Outside of building/structure	30%	Kneel	40%
Sitting	10%	Crouch	20%
Standing	80%	Crawl	10%
Stationary	10%	Climb	35%
Walking	50%	Lift (lbs. /frequency %)	75 lbs./30%
Reaching Overhead	30%	Carry (lbs. /frequency %)	75lbs./30%
Reaching Other	70%	Bending	40%
Talk	50%	Driving	10%
Hear	95%	Use hands/fingers to handle or feel	98%
See	100%	Eye/Hand Coordination (%)	100%
Other:			

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.