

## Warehouse Operator

General Description: To work in our warehouse processing a variety of recyclables for market per required standards and operations.

### Hours of Operations:

Current hours 7:00 am – 3:00pm or 8-4 depending on weather or season. You are expected to work 7.5 hours per day and receive 30 mins of paid break time. If you take more than 30 mins of break time you are expected to work until you have provided 7.5 hours of work time.

### Qualifications, experience and education requirements:

- Must be 21 years of age, 25 and over is preferable.
- Clean criminal background: No Felonies or Misdemeanors for B&E or theft ever. Any other misdemeanors or felonies will be looked at on a case by case basis and all felonies must be older than 7 years.
- To be able to lift 50-75 lbs. consistently throughout the day.
- To be able to be on your feet all day.

### Job Responsibilities:

- To be able to work independently and problem solve
- To be trustworthy
- To have good customer service skills: speak clearly and be able to educate about the recycling program. In addition to working with off-site customers, you will assist walk in customers with drop-off materials and shredding of paper.
- Be able to calculate the cost of drop off services based upon volumes or weights of material brought in and the corresponding cost.
- Willingness to work in a dirty environment, exposed to outside temperatures, but not elements.
- To complete job tasks according to productivity requirements.
- To be able to learn to identify and/or sort recyclable materials efficiently and into their proper categories and still produce a quality material for market.
- To be able to be on your feet all day.
- Demonstrate some machine operating experience and have the ability to learn to run our balers and other machinery.
- To drive and operate a forklift and rotator in a proficient and safe manner.
- Adhere to Shimar safety program.
- To serve as a backup route assistant for routes when necessary.
- To be flexible and willing to change job requirements within your ability at any time.

Starting Salary: \$15.00/hour. Thirty (30) days after hire received Health, Dental, Vision, Disability, Life, Company Perks and access to starting a Simple IRA.

### Equal Opportunity Policy

Every employee is encouraged to contribute to a workplace that is free from unlawful discrimination and harassment, demonstrate respect and celebrate diversity, and strive to build a more inclusive work environment.

Capability and merit are the basic criteria for employment and the basic criteria for promotion of all employees.

Equal opportunity shall be assured in hiring, promotion, retention, training, and other personnel matters regarding all employees without regard to race, color, creed, national origin, sexual orientation, gender identity, age, or handicap.

Discrimination against any individual for the above reasons is specifically prohibited, except where sex, age, or no handicap is a bona fide occupational qualification.

The Company shall affect its policy of equal employment opportunity through a positive and continuing affirmative action program.