



# INTEGROUS

FENCES AND DECKS

<b>Job Title:</b>	Crew Member	<b>Job Category:</b>	Field
<b>Department:</b>	Fence Installation	<b>Required Commitment:</b>	1 year
<b>Hours:</b>	Monday-Friday, 7:00AM-5:00PM	<b>Position Type:</b>	Full-time
<b>Contact:</b>	Jonathan Hurst	<b>Date posted:</b>	08/31/2020
<b>Will Train Applicant(s):</b>	Yes	<b>Posting Expires:</b>	TBD
<b>Location:</b>	32 Route 41, Gap, Pennsylvania		
<b>Applications Accepted By:</b>			
<b>Fax or Email:</b> (610) 593-6023 JonathanH@Integrous.com Subject Line: RE: Crew Member Job Position		<b>Mail:</b> Jonathan Hurst Integrous 32 Route 41, Gap, PA 17527	
<b>Job Description</b>			
<b>Roles and Responsibilities</b> <p>Primary role is to support the foreman in installing fences in a professional, high-quality, and timely manner. This includes learning from the foreman, both through observation as well as overt training. And always demonstrate company values on the job. Specific responsibilities include the following:</p> <ul style="list-style-type: none"><li>• As you gain experience, help think through the job and make sure you have the necessary tools and supplies to complete the job before you leave the shop</li><li>• Make it your personal responsibility to place a yard sign while foreman talks to customer before job start</li><li>• Assist the foreman in taking responsibility for the care of your truck and tools: includes keeping truck clean and tools and supplies organized</li><li>• Take direction from foreman with a good attitude. Look for what needs to be done and try to anticipate what will be needed next</li><li>• As able, learn tips, tricks, strategies, and particulars from foreman. Observe and learn. Try to understand what, how, and why things are done a certain way. Look for opportunities to learn skills such as gate installation, running a line of fence, cutting post tops, etc.</li><li>• Watch for and eliminate hazards and unsafe practices during the installation</li><li>• Respect crew members and customers by avoiding profanity, crude conversations, and loud music. As an individual and as a team, you are responsible to represent our company and values <i>at all times</i> while on the clock</li><li>• Keep trash picked up and site as clean as possible throughout the day, and clean up well at the end; think about the customer coming home and look for what he/she might see that could have been done better</li></ul>			
<b>Essential Job-Related Requirements</b> <ul style="list-style-type: none"><li>• Capability to work quickly and efficiency while maintaining quality, construction experience preferred.</li><li>• A positive attitude, readiness to learn, willingness to follow another, self-motivation, adaptability, ability to see what needs to be done, and readiness to serve others</li></ul>			
<b>Approved By:</b>	Jonathan Hurst	<b>Date:</b>	08/31/2020
<b>Last Updated By:</b>	Sara J. Hurst	<b>Date:</b>	08/31/2020