



Status: **Full-time Non-Exempt**
Department: **Facilities**
Reports to: **Grounds Manager**
Date Revised: **12/12/2019**

Grounds Care Assistant

Cho-Yeh Camp and Conference Center

Position Summary:

The grounds care assistant works on a team and reports directly to the Grounds Manager. As a member of the grounds team, they will work to upkeep and improve the grounds at Camp Cho-Yeh. The Grounds Care Assistant will be an important member of Camp Cho-Yeh's team in offering guests, campers, and camper parents an exceptional experience at our best in class facility.

Essential Job Functions:

- Ability to take direction and constructive criticism
- Personal organization of assigned tasks over a large property and ability to independently identify issues per employee training
- Operate zero-turn mowers, weed eaters, and blowers as necessary
- Regular maintenance of grounds equipment
- Pick up and remove tree debris
- Trim trees for tree health and guest safety
- Create and maintain walking trails
- Trim bushes
- Maintain irrigation systems
- Apply herbicides and pesticides as needed
- Grade and seed new landscape areas
- Work irregular and long hours
- Willing to work the majority of the time outdoors
- Able to take on-call shifts periodically
- Able to display the qualities and characteristics of the valued Cho-Yeh employee document

Qualifications

To perform this job successfully, an individual must be able to perform each essential duty satisfactorily. The requirements listed below are representative of the knowledge, skill, and/or ability required. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

- Strong passion for Camp Cho-Yeh's mission coupled with the ability to identify/integrate into the culture.
- Strong spiritual life and devotion to Christ as well as experience sharing personal testimony in a variety of venues. Being vulnerable and open about personal faith journey. Ability to sign statement of faith.
- Must be able to utilize safety equipment and work safely at all times.
- Demonstrated ability to cultivate healthy relationships, and to maintain strong ties.
- Offer gracious hospitality to a wide demographic that includes people of diverse ethnicity, religious affiliation, age, and lifestyles.

- Must be able to regularly work long and varied hours including weekends and some holidays.
- Must maintain a positive attitude and provide a positive environment for Compass students and Cho-Yeh guests.
- Must possess the ability to communicate and work with groups of all ages and skill levels in order to provide necessary instruction to guests and campers.
- Strong awareness and commitment to preventing, detecting, and responding to physical, emotional, or sexual abuse

Experience

- Previous grounds experience or desire to pursue a career in grounds hospitality

Work Environment

- The Grounds Care Assistant is an outdoor position
- Must be able to work in varying extreme weather conditions
- Ability to lift >50lb regularly
- While performing the duties of this job, the employee is regularly required to sit; use hands to finger, handle, or feel; reach with hands and arms; and talk or hear.
- The employee is required to stand and walk.
- The employee must be able lift and/or move up to 50 pounds. Ability, both visual and auditory, to identify and respond to safety and environmental hazards and inform campers, staff, and guests.

Hours

- 40hrs a week
- Occasionally asked to work extra for camp programmed events

Travel

- Travel is not a regular part of this position, but will be asked to attend all staff retreats and conferences.

Cho-Yeh Camp and Conference Center provides equal employment opportunities to all employees and applicants for employment and prohibits discrimination and harassment of any type without regard to race, ethnicity, age, sex, national origin, disability status, or protected veteran status.

This policy applies to all terms and conditions of employment, including recruiting, hiring, placement, promotion, termination, layoff, recall, transfer, leaves of absence, compensation and training.