

Director, Deconstruction Services

Second Chance, Inc. seeks a dynamic leader with demonstrated experience in organically and successfully growing a crew-based, construction-related business to lead its Deconstruction Department. Our new team member will be a professional experienced in managing field operations for a residential construction firm and/or experienced in managing training programs in carpentry/building trades. This person would:

- Plan, organize and direct the field operations – work with project managers to ensure the successful completion of deconstruction projects and retrieval of harvested materials; coordinate the scheduling of projects and required resources. This role is ultimately responsible for customer relationship management during the deconstruction process, supporting project managers in their communications with customers and all project stakeholders.
- Be responsible for the effective delivery of the Deconstruction training program; ensure program participants are versed in deconstruction techniques, materials management, site planning & job scheduling, tool usage, safety measures on a construction site, and other topics related to deconstruction field operations. Evaluate and improve upon the training curriculum as needed.
- Monitor and evaluate the effectiveness of project managers/trainers in delivering training to program participants, developing skill level and knowledge base of crew members, completing projects as designed/planned, and harvesting value from the job sites.
- Manage the performance-related HR functions of the Deconstruction Department -- assisting with communicating and enforcing policy, assessing individual performance, creating performance improvement plans, participating in hiring and firing decisions.
- Oversee the capital improvements to the warehouse as needed
- Represent the organization positively, contributing to its overall health, employee morale and public image

The successful candidate is a self-motivated self-starter: you remain curious and highly productive without extensive oversight. You are an enthusiastic and proactive problem solver with a "can do" attitude: you are solutions-oriented, excited and energized by challenges, and learn and solve problems proactively and creatively. You have exceptional organizational and communications skills.

The ideal candidate will have proven experience in general home construction and interior and exterior renovation work or proven experience in managing a large, project-oriented staff. A strong fundamental knowledge of all facets of construction is highly desirable. The candidate must be highly organized and capable of supervising/managing crews. Computer literacy required. A minimum of 10 years of experience in the construction industry is required. The salary for this full-time position depends on experience.

Please learn about us and follow the instructions on HOW TO APPLY for this full time position at: <http://www.secondchanceinc.org/employment-opportunities>.

No phone calls, please. Second Chance is an Equal Opportunity Employer.