

Classification: Year-round / Full-Time / Salary / Exempt

Reports to: Site, Facilities & Equipment Manager

Works closely with: S,F&E Manager, Programs Team, Guest Services Team

Purpose of Facilities & Grounds Technician position:

The F&G Technician reports to the S,F&E Manager and contributes to the effort ensuring that the integrity of YAA's grounds and facilities advance our mission and are carried out through excellent first impressions and well cared for facilities, grounds and equipment. The F&G Technician will work to reflect the character of Jesus Christ in their personal life and carried out through their work on grounds and facilities.

Key Responsibilities:

- Completing routine repairs and maintenance throughout camp.
- Assisting with carpentry, painting, drywall, plumbing, mechanical, and general construction projects.
- Maintaining lawns, irrigation systems, trails, roads, drainage areas, and outdoor spaces.
- Assisting with snow removal, storm cleanup, fire mitigation, and seasonal camp setup.
- Inspecting, maintaining, cleaning, and performing basic service on camp vehicles, tools, and equipment.
- Keeping the facilities shop, tools, parts, and materials organized and ready for use.
- Completing preventive-maintenance inspections and identifying problems before they become emergencies.
- Responding to maintenance requests and urgent facility needs.
- Working alongside staff, seasonal workers, and volunteers on projects.
- Recognizing when a repair exceeds their training or authority and needs to be referred to a licensed contractor.
- Following YAA's safety procedures and properly caring for camp property and equipment.

Qualifications: We are looking for someone who is dependable, hardworking, teachable, and comfortable performing a wide variety of hands-on work. The right person does not need to be an expert in every trade, but they should have practical experience, good judgment, and the ability to learn.

- Have experience in general maintenance, construction, groundskeeping, equipment maintenance, or a related trade.
- Be comfortable using common hand and power tools.
- Be able to troubleshoot routine problems and complete work safely and correctly.
- Take ownership of assigned work and follow projects through to completion.
- Notice maintenance needs and communicate problems before they become larger issues.
- Be organized and take good care of tools, vehicles, equipment, and materials.
- Be willing to perform repetitive, dirty, or physically demanding work when needed.
- Work well independently while also taking direction and functioning as part of a team.
- Communicate clearly when priorities change or additional help is needed.
- Interact respectfully with campers, guests, staff, volunteers, and contractors.
- Hold a valid driver's license and be willing to learn the safe operation of camp vehicles and equipment.
- Support YAA's mission and demonstrate the qualities expected of YAA staff: humble, respectful, prepared, responsible, resourceful, prompt, and reliable.

Story Telling

Employment in this non-profit organization requires individual buy in and ownership for our success expressed through personal storytelling and fundraising invitations. YAA intentionally sets an annual operating budget based upon 20% to 30% of our income being generated through donations from a variety of sources. Full-time staff participating in this effort through well told stories of the meaningful work on a quarterly basis supports YAA's

financial need and deepens our shared value and passion around the good we are doing. Each year the employee will be asked to prayerfully consider and commit to raising \$ 15,000, which will inform our budget.

Supervisory Responsibilities:

This position will have leadership over other people, including full-time staff, interns, seasonal staff, campers and volunteers. As such this position requires a heart for developing others, solid interpersonal skills, and the ability to lead, teach and mentor well.

Minimum Qualifications:

1. Must be a believer in Jesus Christ as their personal savior and adhere to the Statement of Faith and the Christian Community Standards for Ministry Activities as set forth by the Christian and Missionary Alliance Church
2. Must have a degree in trades or 1 to 3 years' equivalent experience in trades, construction or related field.
3. Must have strong oral and written communication skills

Working Conditions/Physical Requirements:

The physical environment requires the employee to work inside and outside in heat/cold, wet/humid, and dry/arid conditions. This position periodically requires climbing ladders, hiking uneven terrain, and lifting exceeding 25 pounds and may require travel for fundraising and professional development purposes (10% or less).

Approximate time required by position:

This is a salaried, full-time position with a minimum expectation of 40 hours/week; busy seasons require overtime.

Approximate salary package:

DOE - This salary is paid according to Employer / Employee Agreement Contract.