**Freedom Construction Services Superintendent --** Job Description

Reports to: Freedom Construction Services Superintendent

**Requirements:**

* Have a growing and personal relationship with Jesus Christ
* Ability to lead and develop FCS Program Participants in Hard and Soft Employment Skills
* Calling to reach young people and the community with the Gospel
* Desire to develop the neighborhood community around work training center
* Proficient skills and knowledge of Skilled Trades
* Able to develop a good understanding of all facets of the ministry and work effectively with other team members to create repeatable and effective processes
* Entrepreneurial drive to solve problems and overcome obstacles
* Knowledge and experience in Trades Curriculum and OSHA Safety
* Must agree to and sign the Freedom for Youth Statement of Faith

**Duties and Responsibilities:**

* Reports to FCS Superintendent and works closely with Freedom for Youth Ministries program staff to effectively run a youth employment training program
* Aid in developing with FCS Superintendent pre-apprenticeship program in Finished Carpentry, Welding, Plumbing, Masonry, Electric, and HVAC.
* Aid FCS Superintendent in marketing work group in providing vision and direction on construction trade marketing plan (Program Participants, Volunteers, Employers).
* Provides and cultivates a **SAFE** and learning environment.
* Promotes and practices safe work habits, identifying and resolving potential safety hazards, operational inconsistencies and any team member or customer incidents. Documents accidents, conducts initial investigation and determination of root cause in the interest of maintaining a safe work environment.
* Oversees Project Management of business services.
* Develops a measurable feedback system to promote growth areas, evaluations and learning opportunities for FCS Program Participants
* Ensures proper team member coverage, scheduling according to the needs of business.
* Facilitates on-going training and development of program participants, leading through the shift supervisors.
* Provides ongoing training and development to all team members in the areas of operating standards, customer service and product knowledge.
* Foster a work environment where team members input is encouraged and valued.
* Continually develops team members, establishing specific performance objectives, and measuring team member performance regularly.
* Coaches and counsels team members for improved performance and life circumstances, while documenting developmental plans as necessary.
* Other job functions as needed.