



**Hiring on the SPOT!** Challenge is looking for eligible applicants to work as **Team Members** at Cornell, Ithaca College, and various other worksites. This is a once in a lifetime opportunity to work alongside great people and make contacts with one of our area's largest and sustainable employers.

**HOW TO APPLY:**

Interested parties should come to Challenge at 950 Danby Rd Suite 179 to fill out an application or visit our website at [www.challengeworkforcesolutions.org](http://www.challengeworkforcesolutions.org)

**WHAT OUR TEAM MEMBERS SAY:**

"What I like best about working for Challenge is seeing myself and others grow and improve."

"I tell my teammates to trust themselves and we'll be here to help when you need it."

"Challenge is like a family—they always have your back."

**ESSENTIAL FUNCTIONS:**

- Strip meal trays of their contents, stack trays and dishes, load and unload the dish machine
- Maintain equipment in good condition, and use supplies sparingly
- Perform custodial/housekeeping duties
- Miscellaneous duties as assigned

**REQUIREMENTS:**

- Solid work ethic, reliability, punctuality, honesty, trust, and willingness to learn
- Desire to work with a diverse group of individuals with various barriers to employment
- Must have good interpersonal skills and be creative and flexible since **schedules, shifts, and work locations are subject to change**
- Position may require evening, weekend, and holiday hours
- Position may be subject to extended seasonal lay-offs based upon the needs of the contracts
- Be able to lift 30 lbs. occasionally and up to 50 lbs. (rare)
- Ability to withstand continuous exposure to temperature changes, heat, steam, slippery floors, food waste, kitchen equipment, various cleaning equipment and related chemicals

**STATUS:**

Job Type	Full-Time (30-37.5 hours)	Hourly Rate:	starts at \$12.50
	Part-Time (20-29 hours)		
	Half-Time (1-19 hours)		
	Per Diem positions also available		

**COMPENSATION:**

Full-Time ~ Paid Time Off (Vacation, Sick, Personal), Medical, Dental, Vision, Basic and Additional Life Insurance, Retirement 403(b), FSA, HSA, and Short-Term Disability

Part-Time ~ Paid Time Off (Vacation, Sick, Personal), Medical, Dental, Vision, Retirement 403(b), FSA, and HSA

Half-Time ~ Sick Leave Only, Retirement 403(b)

**REPORTS TO:**

Team Leader

**COVID-19 Considerations:**

Team Members will be instructed in safety and cleaning procedures for all sites they are hired to work at.



**JOB SUMMARY:**

Challenge was founded 52 years ago with the radically simple vision that everyone in our community—including people with disabilities and socioeconomic barriers—would get the chance to develop their skills and become an integral part of our workforce. Our inclusive, dynamic Teams are made up of people with *and* without documented disabilities and barriers who work together to meet the contract staffing needs of some of the area's most important employers, including Cornell University, Ithaca College, Wegmans, and Cayuga Medical Center. Every day, our dedicated Team Members put our agency's vision into action, developing and demonstrating a range of skills that are essential to the health and safety of our community, including commercial dishwashing, housekeeping, and groundskeeping, in a variety of work environments. Team Members will be able to pursue multiple levels of certification through the ISSA at no cost, along with other training and professional development opportunities. The requirements of this position fluctuate and tend to include many of the following duties: Dishwashing; glassware, flatware, pots, pans, and other service ware, utilizing industrial or commercial grade dish machines or by hand. Members may be assigned to custodial/housekeeping duties at various businesses throughout Ithaca and surrounding areas, sort and dispose of trash and compostable materials in designated areas, or be asked to clean varying areas, facilities, and equipment.

**OUR COMMITMENT TO UNIVERSAL ACCESS:**

Challenge is committed to a diverse, inclusive, integrated workplace. We provide equal employment opportunities to all employees and applicants for employment and prohibit discrimination and harassment of any type without regard to race, color, religion, age, sex, national origin, disability status, genetics, protected veteran status, sexual orientation, gender identity or expression, or any other characteristic protected by federal, state or local laws. This policy applies to all terms and conditions of employment, including recruiting, hiring, placement, promotion, termination, layoff, recall, and transfer, leaves of absence, compensation and training. Any applicants requiring any special accommodations during the application/interview process (e.g. ASL interpretation, differently formatted forms, etc.) should contact Stephanie Fitterer, Manager of Human Resources at 607-272-8990.