



**Hiring on the SPOT!** Challenge is looking for **Team Leaders** to work at Cornell, Ithaca College, and various other worksites. This is a once in a lifetime opportunity to work alongside great people and make connections with our area's largest and most 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)

**ESSENTIAL FUNCTIONS:**

- Assist Director of Business Operations, Manager, and Employment Specialists to develop and implement job training, coaching, and accommodations for service recipients in the Challenge businesses. "Service recipients" are individuals with disabilities and/or other barriers to employment.
- Oversee Team Members' performance at assigned tasks and various work sites.
- Maintain consistent workflow and ensure minimum standards are met for all contracted employers.
- Accurately complete electronic timekeeping for self and Team Members assigned to work site.
- Transport Team Members in agency vehicle, as needed. Must maintain a valid New York State driver's license that meets third party insurability requirements.
- Follow all policies and procedures of Challenge, completing all assigned trainings and courses
- Miscellaneous duties as assigned.

**REQUIREMENTS:**

- Desire to work with individuals with disabilities and other employment barriers.
- High School diploma or GED required.
- Successful candidates will need to pass a criminal background check.
- Must 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.
- Must have good interpersonal skills, problem solving skills, and be creative and flexible at all times.
- Ability to read and understand policies and procedures and to explain these to others.
- Ability to complete documentation of accidents, incidents, discipline, and other noteworthy events
- Be familiar with Microsoft Office programs and be able to utilize designated HR software.

**STATUS:**

Job Type	Full-Time (30-37.5 hours)	Hourly Rate:	starts at \$16.50
	Part-Time (20-29 hours)		

**REPORTS TO:**

Manager of Contract Staffing

**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.