



**South Central Industries, Inc.
Job Description**

Job Title: Fulfillment Associate	Salary Range: J3 \$12.00-\$17.00/hr
Working Hours: 7:30am – 3:30pm, Monday through Friday	Position Type: Full-time, Non-exempt

About South Central Industries and Benefits:

South Central Industries, Inc. provides vocational training, employment opportunities, residential services and social outlets that will help individuals with developmental disabilities achieve their maximum potentials by integrating independence, self-sustainability and productivity into all facets of their lives. South Central provides a full benefit package to all full-time employees, including health insurance, vision insurance, life insurance, \$50,000 short-term disability, and a supplemental cancer, stroke, and heart attack insurance policy. Additionally, South Central contributes 2% of an employee’s salary to our employer-sponsored retirement plan. Staff enjoy eleven paid holidays throughout the year and receive 13 days of paid time off in their first year of employment, increasing by one day per year with each additional year of employment.

Duties and Responsibilities:

- Performing warehouse duties using pallet jacks, cherry pickers, and forklifts
- Reading and deciphering work orders
- Locating and extracting merchandise from shelves and storage areas
- Confirming merchandise information matches that of the work order
- Inspecting the merchandise for damage, flaws, and irregularities
- Packing the merchandise for delivery
- Adhering to state health and safety practices
- Other duties as assigned

Advancement Opportunities:

This position qualifies for advancement opportunities, depending upon availability and job performance. Opportunities include promotion to Warehouse, Warehouse Supervisor, Maintenance, or Lawn Care.

Supervisory Responsibilities:

This position has no supervisory responsibilities. Fulfillment Associates might oversee clients assigned to them on a daily basis.

Qualifications:

Last Revised: 2/18/2020

Candidates for this position must be at least 18 years of age and have a combination of training and experience necessary to meet the expectation required and the responsibilities as outlined.

Leadership, Change Management and Personal Effectiveness. Demonstrates:

- Ability to proactively identify, diagnose and creatively resolve problems
- Ability to use effective communication skills
- Compliance to confidentiality/privacy standards as required by the agency and law
- Strong self-initiative and self-motivation
- Effective time, organizational and prioritization skills
- Team skills and respect of differences

Education and/or Experience:

High School Diploma or equivalent

Language Skills:

Ability to effectively present information and to respond to questions (supervisors, customers, and the public)

Mathematical Skills:

Ability to add, subtract, multiply and divide in all units of measure, using whole numbers, common fractions and decimals

Reasoning Ability:

Ability to define problems, collect data, establish facts and draw valid and accurate conclusions

Other Qualifications:

Compassionate and tolerant of a wide variety of people. Satisfactory completion of background check (OSBI, Drug Testing, and previous employment references)

Environmental Conditions:

Moderate exposure to hazardous risks, including potential for exposure to infections and communicable diseases, blood and body fluids, electrical equipment, chemicals such as alcohol and Clorox. Must follow universal safety precautions. Contact with adults who may exhibit physical, behavioral outburst related to a mental health condition.

Security:

Adheres to the agency's policies and procedures including HIPAA, Privacy, Confidentiality, and Conflict of Interest.

Physical Demands:

- Standing and walking: Must be able to walk/stand up to 90% of the time.
- Bending: May bend several times in order to meet the needs of the service recipient
- Carrying: May carry up to 50 pounds. May move equipment (average push force 20 pounds.)
- Lifting: May lift several times to meet the needs of the service recipient.
- Pushing: Minimal.

Last Revised: 2/18/2020

- Reaching: Several times in order to meet the needs of the service recipient
- Hand/Finger Dexterity: Minimal. May apply pressure with hands.
- Kneeling: may kneel in order to meet the needs of the service recipient.
- Vision: Must be able to see in order to read and write
- Hearing: Must have hearing sensitivity aided or unaided

Supervision Received:

Fulfillment Associates are hired by the Program Manager and HR and supervised by the Warehouse Supervisor.

My supervisor and I have discussed the details of my job description, and I fully understand my job responsibilities. I also understand the need to be flexible with change, that there may be additions or deletions to my present job description. If I have any additional questions or concerns, it is my responsibility to bring it to the attention of my supervisor.

Employee's Signature

Date

Supervisor's Signature

Date

Disclaimer

The above statements are intended to describe the general nature and level of work being performed by people assigned to this classification. They are not to be construed as an exhaustive list of all responsibilities, duties, and skills required of personnel so classified. All personnel may be required to perform duties outside of their normal responsibilities from time to time, as needed.

Last Revised: 2/18/2020