

# Camp Roger Camp Scottie

## Job Description Fashion Associate – The Acorn Resale Shop

**Job Summary:** The Acorn Resale Shop Fashion Associate primarily supports Backroom operations, such as processing and receiving donations; pricing, preparation, and merchandising of clothing items; and guidance of volunteers, all under the direction of the Store Director and/or Assistant Store Directors. The position is a part-time, non-exempt position offering 10 hours per week.

### **Camp Roger's Faith Statement:**

At Camp Roger, we believe that Christians share the following core beliefs and convictions:

1. **First**, that there is one true God who is made known to his creation through the person of the Trinity: The Father who created us, Jesus Christ the Son who died for us, and the Holy Spirit who guides us.
2. **Second**, that the Bible is the true and inspired Word of God, revealing God's character and redemptive story of his creation.
3. **Third**, that God's worldwide church, which includes all Christians, has been called and equipped to co-labor with Christ in building the kingdom on earth.

As a diverse group of Christians, we seek to live in order to find our center in Christ for the purpose of serving God together. We commit to working in the same direction together, orienting ourselves toward Christ in all things. View Camp Roger's Faith & Life Covenant at <https://bit.ly/CRFaithLifeCovenant> to learn more about how we find our center in Christ for the purpose of serving God.

### **Staff Cultural Characteristics:**

1. Growth mindset
2. Christ-centered life
3. Humility
4. Pursues unity and reconciliation
5. Loves and cares for others

### **Primary Job Responsibilities:**

1. Receives, processes, sorts, tags, prices, and merchandises clothing donations.
2. Follows and maintains established processes and procedures for donations communicating variances to the Store Director.
3. In conjunction with other Staff, determines weekly priorities to satisfy sales floor stock levels and scheduled promotions.
4. Communicates priority tasks to Fashion Volunteers for their shift, assigning meaningful and productive tasks, and scheduling Volunteers in particular workspaces for that task.
5. Serves/assists Fashion Volunteers in their work, acting as a champion for the department and a springboard for ideas.
6. Identifies additional training and development opportunities for Fashion Volunteers and communicates such to the Store Director and/or Volunteer Specialist.
7. Implements, with Volunteers, a weekly fashion display for mannequins and other clothing display areas.

### **Additional Job Responsibilities:**

1. Assists other Staff/Volunteers in conducting and guiding Donors in the donation-receiving process.
2. Identifies, bags, and stores textiles per the established procedures.

3. Packs and stores seasonal fashions using a ladder or portable stairs.
4. Follows all safety procedures and processes and leads by example to all volunteers.
5. Other duties as assigned.

**Job Requirements:**

1. Agrees to sign and strive to live up to the standards outlined in Camp Roger's Faith and Life Covenant (located at <https://CampRoger.org/about>).
2. Hourly position offering 10 hours per week.
3. The position requires regular open availability Monday – Friday during daytime hours.
4. Ability to lift up to 10 lbs. frequently overhead, 20 lbs. regularly to shoulder height, and 45 lbs. occasionally to waist level.
5. Ability to stand or walk for extended periods.
6. Ability to bend, squat, twist, reach, and grasp.
7. Ability to climb a step ladder or stairs to a height of 3 ft. to reach and/or store items.
8. Work environment includes regular exposure to outdoor weather conditions.
9. Attention to detail and ability to problem-solve.
10. Excellent written and communication skills, spoken and written fluency in English.
11. Ability to recruit, relate to, inspire, and coach Volunteers.

**Responsible to:** Store Director, The Acorn Resale Shop (or other Staff as assigned)

**Compensation and Benefits:**

1. Hourly position averaging 10 hours per week, requiring some evening and weekend work.
2. Pay range is \$14-16 per hour with overtime compensated at a 1.5 times hourly rate after 40 hours.
3. Simple IRA with company match up to 3%.
4. PTO (Personal Time Off) = 5 personal days, plus 7 holiday days per year.
5. Employee Assistance Plan through Pine Rest.
6. Facility rental discount.
7. Summer camp discounts.

**To Apply:**

Send a short cover letter detailing your interest and qualifications along with your resume and three professional character references to Steve Hazel at [steve@camproger.org](mailto:steve@camproger.org).