



READI Job Postings

Crew Manager

We are seeking candidates to work on our READI Chicago team in partnership with Heartland Alliance's READI program created to connect disconnected young adults to jobs, training and comprehensive support services to reduce crime and violence and create pathways for an improved quality of life. Please note, these READI job positions are fully funded for three years and *may* extend beyond. READI's GOAL is to: Decrease shootings and homicides among those at highest risk of gun violence; create new opportunities for these same individuals to change their life trajectory and decrease their involvement with the criminal justice system; and help build an infrastructure at the community level to promote long-term safety and opportunity in Chicago's most impoverished communities.

READI Crew Manager

Salary: \$55k

Job Summary: The Crew Manager is responsible for supervising and coaching Crew Chiefs, managing day-to-day crew site logistics and operations (e.g., assigning new members to a crew, responding to worker absences and weather, managing tools and vehicles), and adhering to all READI Chicago implementation requirements. Crew Managers will be energetic, flexible, collaborative, and proactive -- team leaders who positively and productively support transitional workers.

Duties

Supervise and support crew chiefs:

- Provide guidance for managing challenges
- Conduct performance reviews and guide performance improvement
- Coach crew chiefs on their role in providing constructive supervision that facilitates skill development
- Recruit, hire, and train qualified crew chiefs

When necessary, perform all duties performed by crew chiefs:

- Supervise work crews at worksites and ensure work is adequately performed
- Transport work crews and equipment to and from worksites
- Provide guidance and feedback to workers regarding successful workplace behavior
- Ensure worksite safety and security

Manage work crew logistics and operations:

- Create and execute daily schedule for work crew locations and tasks
- Assign transitional workers to work crews daily in order to ensure worksite coverage
- Monitor and evaluate work crew performance and quality of work
- Monitor transitional worker hours in order to avoid overages

Qualifications

- 1-2 years' managerial experience directly supervising staff
- Bachelor's degree preferred
- Business and project management experience preferred, especially in the fields of maintenance and landscaping
- Strong written and verbal communications skills

- Excellent organizational skills
- Knowledge of workforce development and employment services for chronically unemployed individuals or individuals experiencing poverty
- Willingness to be trained in cognitive-behavioral therapy, motivational interviewing, and trauma-informed care and applying those principles in daily work
- Commitment to the mission and values of READI Chicago, as demonstrated by a professional approach that is strength-based, trauma-informed, inclusive, and grounded in human rights
- Individuals with criminal records and other lived experience are encouraged to apply

Why you should apply

- Opportunity to be a part of an organization with demonstrated leadership within the community
- To boast that your work helped shape the future of our clients by helping to increase their livelihoods and quality of life
- To enjoy the competitive benefits we offer to include:
 1. Group health, dental, and vision insurance
 2. Compensation dependent upon experience and qualifications
 3. 401(k) plan
 4. 12 Paid holidays
 5. Professional Development

Those interested should submit a resumé to careers@nlen.org