

# THE HOPE PROGRAM

## CREW SUPERVISOR, COOLROOFS

### Background

The HOPE Program is a leader among New York City job training providers, upskilling adult jobseekers (ages 18 - 70) for a broad range of sectors, including a focus on green construction, maintenance, infrastructure and related careers. We work with individuals facing deep structural barriers to employment, including histories with the criminal legal system, current and/or past homelessness, substance abuse disorders, low educational attainment and more. Our comprehensive approach includes classroom training, industry-recognized certifications, digital literacy and access, financial literacy and access, mental health support, case management, paid job training, and our signature “HOPE for Life” approach, which provides a vital community of support throughout the lives of HOPE graduates’ careers. With measurable outcomes among the strongest in the industry, HOPE’s impact sits at the intersection of COVID-19 recovery, racial justice, and building a more equitable future for New York City. [Our work is best described in the words of our graduates, such as Ramon.](#)

### The Position

HOPE is seeking a Crew Supervisor who will guide the day-to-day activities of CoolRoofs participants, providing oversight and supervision for crews at our training facilities and at worksites. The position reports to the Director of Transitional Employment. This is a hybrid position, working out of HOPE’s South Bronx location at 1360 Garrison Avenue at least twice weekly, as well as various worksites throughout the communities that we serve. The position will have responsibility for supervising work execution, training in cool roof coating best practices, coaching, and holding participants accountable regarding essential skill development, tracking attendance, providing program staff with feedback regarding participants that need additional engagement.

### Responsibilities

- Assist in the scheduling and delivery of program curriculum, aligning lessons with other components of training, and assisting with facilitation and classroom based instruction
- On-board and orient program participants; track attendance for all activities
- Supervise CoolRoofs participants during off-site on-the-job training activities

- Provide formal training and on-going coaching on essential skills development to ensure participants are positioned for successful permanent employment
- Operate van to deliver tools and materials to work sites
- Other duties as assigned within scope of program needs

## Minimum Qualifications

- High School Diploma or equivalent required
- Experience supervising and coaching individuals towards success
- Hands on construction, solar, outdoor education or horticultural experience a plus
- Comfortability in working outdoors and roofing worksites in various weather conditions
- Excellent presentation, facilitation, and conflict resolution skills
- Commitment to sustainable building practices
- Valid driver's license
- Ability to work with and motivate adults of diverse backgrounds and abilities.
- Very detail-oriented, well-organized and able to work on multiple activities simultaneously

## Salary/Benefits

The salary range for this position is \$55,000 - \$65,000 dependent upon experience. HOPE provides a full package of benefits including healthcare and dental insurance, retirement plan, competitive vacation (plus half-day Fridays during summer which is equal to 7.5 additional vacation days), and 12 paid holidays.

## Interested Candidates

Email cover letter, indicating what position you are applying for and where you saw the listing, and resume to [hr@thehopeprogram.org](mailto:hr@thehopeprogram.org). Resumes unaccompanied by a cover letter will not be reviewed. No telephone calls, please.

Effective November 1, 2021, HOPE employees are required to provide one-time verification of vaccination against COVID-19.

**The HOPE Program is an equal opportunity employer.**

[WWW.THEHOPEPROGRAM.ORG](http://WWW.THEHOPEPROGRAM.ORG)

