



AmeriCorps



SBP AmeriCorps Disaster Corps Project Lead

Service Position Summary:

SBP, a social impact organization focused on disaster resilience and recovery, **solves the challenges facing at-risk communities** and scales impact with a proven model that brings the rigor of business and innovation to reduce risk, create resilient communities, and streamline recovery. By taking this holistic approach, SBP shrinks the time between disaster and recovery. SBP does this in three connected ways—prepare, shape, and build.

1. SBP **prepares** individuals, communities, and organizations to mitigate risk and speed recovery.
2. SBP **shapes** federal policy and system change and state and local disaster recovery programs to be more efficient and effective.
3. SBP **builds** resilient communities efficiently and effectively and shares our proven model and approach with others.

SBP's Disaster Corps Project Leads are pivotal in supporting response efforts immediately following the impact of natural disasters. Being first on the ground post-disaster, Disaster Corps Project Leads provide services such as assessments, debris clean up, muck and gut, volunteer coordination, mold remediation, and trainings to impacted residents. These activities are the first steps to return individuals to safe, sanitary, and secure living conditions.

During *blue-skies*, Disaster Corps Project Leads play a vital role in SBP's Build intervention by leading construction projects on clients' homes. When volunteers are present, Project Leads train and supervise up to ten volunteers per day, ensuring quality work and monitoring construction safety. Disaster Corps Project Leads will support both SBP's Owner-Occupied Rebuilding program and our Opportunity Housing program.

COVID-19 Safety Statement: *SBP requires COVID-19 vaccinations for all team members. SBP team members closely interact with vulnerable populations. As such, we have an obligation to ensure that no team member poses a direct threat to the health or safety of our clients, themselves, or others in the workplace. All vaccinated team members will be required to submit photocopies of the front and back of their vaccination cards prior to onboarding with SBP.*

Disaster Corps Project Lead Essential Functions:

- Maintain a clean, safe, and organized worksite.
- Ensure that all construction work is of the highest quality.
- Actively participate in construction projects completing each phase of construction on schedule with or without the presence of volunteers.
- Interact professionally and maintain a positive attitude when interacting with other team members, staff, homeowners, and volunteers.
- Maintain the ability to perform strenuous, physical labor in different climates, over long periods of time.
- When volunteers are present, Project Leads must:
 - Clearly articulate the homeowner's story and enduring needs, and educate volunteers on the community and the impacts of the storm.
 - Communicate daily and weekly goals.

- Supervise, participate alongside, and provide effective training and constructive feedback to volunteers who are completing insulation, drywall, mudding, painting, flooring, trim, doors, and other phases of construction.
- Serve as a liaison between the homeowner and volunteers.
- Following a disaster, Disaster Corps Project Leads must:
 - Commit availability to travel with 24-48 hours' notice and have the availability to deploy for 30 or more days
 - In the event of a large-scale disaster, relocate to the impacted community supporting response and recovery activities.
 - Provide immediate and long-term relief in areas impacted by natural disasters, including but not limited to: basic needs assessments, volunteer coordination, client coordination, supply and donations management, debris removal, mucking and gutting homes, and any additional critical needs identified.
 - Willingness to stay in deployment housing which could include public shelters, Airbnb, hotels, religious facilities, or other temporary housing options available. SBP will provide bedding materials if none are available.
 - Conduct disaster response and preparedness trainings for communities and other national service organizations.
 - Support client services coordination, and volunteer coordination as needed.
- Adhere to SBP's Construction Manual and Safety Protocol and participate in regular safety trainings.
- Meet monthly with the Project Manager to discuss goals, construction projects, professional development, and any other issues, and be open to regular feedback and coaching.
- Participate in September 11th Day of Remembrance and Martin Luther King Jr. Day of Service events, which may take place on a weekend or during holidays and include activities outside of the scope of typical day-to-day functions.
- Per 45 CFR §2540.100, member activities are not supplementing, duplicating, or displacing staff or volunteers.

SBP staff, AmeriCorps members, and volunteers are never allowed on the roof of a home. SBP staff, AmeriCorps members, and volunteers are allowed on ladders and benches. When working on ladders, SBP staff, AmeriCorps members, and volunteers must maintain three points of contact with the ladder and follow ladder safety protocol. SBP staff, AmeriCorps members, and volunteers are only allowed to work on the first story of a home.

Core Competencies and Academic and Professional Experience Needed: The AmeriCorps member should demonstrate the following competencies to perform the essential functions of this position:

- **Flexibility/Resilience** – Able to adjust to and thrive in a dynamic environment; handles setbacks and failures with professionalism and candor; effectively and appropriately responds in the face of adversity or conflict.
- **Ability to Work Independently** – Is a self-starter and accomplishes tasks independently and without constant, direct supervision.
- **Ability to Manage Multiple Tasks** – Prioritizes multiple projects and assignments; raises barriers and problems and works cooperatively with a supervisor to resolve these.
- **Results-Oriented Thinking and Behavior** – Focuses on making an impact. Possesses the desire to achieve excellence and does not settle for mediocrity.
- **Awareness and Sensitivity to the External Environment** – Has situational awareness and is aware of the organizations that they represent, including AmeriCorps, the agency and brand, SBP, and the effect of their words and actions on that position; demonstrates savvy in dealing with agencies, volunteers, and donors; is promoting and affirming in conversations about and on behalf of those organizations.
- **Physical Activities:**
 - Ability to do physical labor and other strenuous physical tasks.
 - Ability to lift at least 50 lbs.
 - Manual Dexterity: Picking, pinching, typing, or otherwise serving, primarily with fingers rather than

with the whole hand or arm as in handling.

- Communicating: Expressing or exchanging ideas. Activities must convey detailed or important spoken instructions to others accurately, loudly, or quickly.
- Listening: Ability to receive detailed information through appropriate communication.
- **Visual Acuity:** Member is required to have close visual acuity to perform an activity such as: preparing and analyzing data and figures; transcribing; viewing a computer terminal; and/or expansive reading.
- **Service Conditions:** Member is subject to both inside and outside environmental conditions.

Knowledge, Skills, and Qualifications Required:

- Must be fully vaccinated against COVID-19 in accordance with CDC guidelines and recommendations and able to provide documentation of vaccination status prior to engaging in SBP's AmeriCorps Program.
- Be at least 17 years of age or older.
- Have a high school diploma or its equivalent
- Be a citizen, national, or lawful permanent resident alien of the United States
- Satisfy the National Service Criminal History Check eligibility criteria pursuant to 45 CFR 2540.202.
- Strong organizational skills and ability to delegate tasks effectively
- Ability to clearly communicate needs and expectations to people of various backgrounds.
- Strong interpersonal skills, including active listening.
- Ability to maintain a calm, professional demeanor in challenging situations, including client crises.
- Demonstrated problem-solving skills.
- No construction experience is necessary, although helpful, as this is a construction-heavy position.
- At least five members of the Disaster Corps must satisfy the following requirements
 - Satisfy a Motor Vehicle/Driver History Check showing:
 - Class C driver's license in good standing
 - Must be 21 years or older
 - 21 and 22-year olds must have a clean driving record
 - For candidates 23 and older, the following applies:
 - No more than two moving violations in the last 3 years
 - No DWI/DUI in last 5 years
 - No major violations in the last 5 years

Commitment Required: Full-Time members will serve 1700 hours over the course of 10 months. Members are required to serve 42 hours a week. A typical service week is Monday – Friday, however, volunteer events often occur on Saturday and will require attendance. Member will have ample opportunity to complete 1700 hours of service.

Member Evaluation: Members will receive mid-year and end-of-year evaluations, as well as complete necessary weekly and/or monthly data reports and bi-weekly timesheets in OnCorps.

Training:

- Members will receive service and site-specific training to prepare them for their service. Members will also be required to attend orientation.
- Members will receive on-site construction training that occurs at project houses for the first six to eight weeks of service to be led by experienced Project Leads, Project Managers, and Subcontractor tutorials. Training occurs during project builds and may include demonstrating tasks to managers, members, and volunteers.
- Member training hours meet the requirements of 45 CFR §2520.50.

AmeriCorps Program Benefits:

This position is eligible for a living allowance, post-service education award, health benefits, loan forbearance for most federally guaranteed student loans, and childcare assistance. The stipend for this position is \$2,100 per month. The education award for this position upon completion of the ten-month term and 1700 hours of service is \$6,895. Please visit <https://americorps.gov/members-volunteers/segal-ameri-corps-education-award>

for more information on the education award. AmeriCorps members in this position have the opportunity to make a difference in communities, connect to a national AmeriCorps network and alumni group, and serve with a dynamic team of members.