

NOW HIRING – SEASONAL LABOURER

Evolve Builders Group Inc is a full-service construction and general contracting company, servicing alternative and green building projects across southern Ontario since 2006. The parent company to renowned straw bale builder Harvest Homes and mobEE naturally built modular classrooms, Evolve enjoys prominence in the growing field of natural building and offers unique work opportunities with an experienced and skilled crew.

There are two work terms available: March 30 – May 1 and early to mid-May to approximately August 28. Candidates must indicate whether they are applying for both terms or if one term only, which one. This is also an introductory position as our future full time positions are generally first posted internally to current or past short-term employees and posted publicly only when additional needs arise.

Apply by Noon, Thursday March 5. Send cover letter and resume to tracy@evolvebuilders.ca

Wage: \$12.00/hr **Available Positions:** 2

Term: a) March 30-May 1; b) Early-to mid May to approx August 28

Conditions:

1. Position may be funded by Canada Summer Jobs – your cover letter must indicate if you are under the age of 30 and planning to return to full time studies after summer.
2. Co-op placements will be considered – indicate if you are seeking such a placement and provide contact information/links to your related co-op program
3. Candidates other than CSJ or Co-op placements may also be considered

Location: Candidate requires vehicle suitable for commutes and overnight stays at more distant job sites. Current projections suggest that work will be: 1 ¼hr each way commute from Guelph to Durham (carpooling possible) through April; within 45 minutes of Guelph or closer for half of the work period, with the balance anticipated to be Bracebridge area. Locations are subject to change.

Commuting: Commutable projects: independently drive or car pool from Guelph; Distant projects: car pool to provided accommodations & from accommodations daily to jobsite.

Accommodations: Mixed gender shared motel accommodations provided for plastering work at distant projects. May need to provide your own tent, cookware etc for camping on site together with the balance of the crew when performing all other tasks on the distant sites, depending on seasonality/provided accommodations.

Overall Responsibilities:

1. Perform physical work individually or with other Company staff on any variety of jobs within a project, including but not limited to: rough carpentry, foundation, straw, plaster, insulation, etc.
2. Learn & become proficient in implementing the ideal manners for completion of assigned tasks
3. Be ready to work at the time and place scheduled daily
4. Take advantage of mentorship provided by Senior Labourers and seek opportunities for continued new learning

Goals/Outcomes:

1. Efficient, consistent, and quality personal work
2. Proficient, timely and safely performed personal work
3. No future call backs or warranty issues
4. Comfortable integration into the crew and provision of day-to-day learning opportunities
5. Complete client satisfaction
6. Inspired, respectful, committed, open and effective team-first identity and work ethic

Duties:

It is expected that this position will be limited only to the duties *italicized* below through the end of August. Other duties may be assigned though at this time are not projected to be a significant part of the anticipated work.

General

1. Perform hands-on construction work as required for each project including but not limited to:
 - a. *Site clean up, loading and unloading materials, deliveries and pick ups*
 - b. Framing carpentry including walls, floors, roofs, decks, footings, window/door installation
 - c. Finish carpentry including flooring, trim, interior doors, built-ins
 - d. Concrete work including shoveling, wheel barreling, troweling, raking, stamping, forming
 - e. *Straw work including installing bales, mesh and lath, stitching, stuffing, window taping, scaffold assembly/disassembly*
 - f. *Plastering including shoveling, mixer operation, hauling material, clean up, troweling*
 - g. Roofing including membrane installing, steel installing, trough and soffit/fascia installing
 - h. Insulation including cutting, inserting, laying, blowing, and vapour barrier installation
 - i. Radiant install including laying, cutting, testing
 - j. Painting including prepping, covering, making from scratch, testing, applying
 - k. Drywall including mudding, taping and boarding
2. Perform other duties of varying types as added or changed from time-to-time

Essential Physical Demands:

1. Able to push, pull, lift, and/or carry 30 kgs for occasional (<25% of typical day) but sustained periods
2. Stoop, bend, squat, kneel and stand repeatedly and frequently and for sustained periods (>100%) and frequently (>100%) with heavy tools or materials in-hand
3. Reach overhead, balance with both light and heavy tools or materials in hand frequently (>100%)
4. Climb ladders, climb stairs, and climb scaffold with tall heights (4m +) frequently (>100%)
5. Climb roofs and stand at harness-supported angles occasionally (<25%)
6. Shovel stone, sand, soil and/or snow for occasional but sustained periods (<25%)
7. Shovel sand and lift cement-lime bags (30kgs) for sustained periods (<25%)
8. Push full wheel barrel (30 –50 kgs) over uneven surfaces and up ramps occasionally (<25%)

Other Requirements:

1. Possess valid Class G driver's license with insurance
2. Possess a reliable and appropriate vehicle to get self and personal tools to jobsites at various locations; car pooling options may exist for some project sites though hiring preference may be given to those with own transportation available
3. Possess personal tools including but not limited to: work belt with pouches, hammer, good quality 25' tape measure, chalk line, good quality utility knife and blades, carpenters pencils & pens, notepad
4. Possess personal safety gear including but not limited to: CSA approved work boots, CSA approved hard hat, safety glasses, hearing protection, dust mask/ventilator and suitable gloves that are weather or task appropriate (eg plastering)
5. Possess tent, sleeping bag, cookware, cooler and other gear as required for extended stays without permanent accommodation on long-distance jobsites if required
6. Be bondable

Working Conditions:

1. Available by phone on evenings and weekends for last minute changes of schedule and location of the following day's/week's work as determined by the Lead Hand, Site Supervisor or Project Manager
2. Work varying lengths of day with frequent long days (9+hrs), extended weeks (6 or 7 days including occasionally through weekends and holidays) in order to complete a specific individual or team goal/task as assigned. Work shorter lengths of day and shorter weeks when weather or lack of available work on jobsite requires fewer people or different capabilities.
3. Start work early in the morning occasionally to frequently (6AM to 7AM), with ordinary starts not later than 8AM
4. Work in inclement weather including: rain, wind, snow and through extreme heat and extreme cold as is typical for the season in the location of the jobsite
5. Travel to jobsites that may be a 3 hour/300km+ drive from Guelph, generally not more than once in a week and typically for not less than two days away at a time

6. Stay in tent, motel or other temporary accommodation, sometimes without full services for duration of each project if not commutable.
7. Work with or near power tools and large machinery, work at heights (4m+); and in proximity to risks of electrical shock
8. Tolerate very loud noise levels (ie saw, jack hammer, mortar mixer), fumes (ie exhaust, adhesives), odors (ie paints, finishes), airborne particulates (ie mineral wool, cement-lime) and caustic materials (ie cement-lime)