



Job Announcement

Job Title:	Shelter Kitchen Associate – Women’s Shelter
Department:	Social Services
Reports to:	Volunteer & Donations Coordinator, Shelter Manager
Hours:	Non-Exempt, Typically mornings through late afternoons M-F
Starting Pay:	\$13.50-\$15.32/hour, DOE
Status:	Part Time (29 hours a week) with the possibility of becoming Full Time
Location:	East Portland

Want to help make a difference? For 30 years, Human Solutions has been working to break the cycle of intergenerational poverty by empowering families and helping them build pathways out of poverty. Our comprehensive programs give people the skills and resources they need to be successful. Our programs include services for homeless families, eviction prevention, supportive services, employment services, energy assistance, and the development and operation of affordable housing.

Diversity, inclusion and equity are fundamental values for Human Solutions, both internally and externally. HSI has a Diversity Committee, which serves as a sounding board for new internal policies and procedures to make sure that we’re taking into account diversity and inclusion. It also helps with diversity-related projects, such as coordinating staff diversity trainings and providing ongoing input into our equity planning.

Human Solutions is working to end homelessness and poverty in our community because everyone deserves a safe place to call home.

Summary

The Shelter Kitchen Associate will be responsible for organizing and cooking at the Gresham Women’s Shelter kitchen, including managing the contents of the refrigerators and freezers, the pantry and walk-in, planning weekly meals and creating menus based on available food items, and training and assisting staff and volunteers during meal times. The Women’s Shelter is a 94 person low-barrier Domestic Violence shelter.

Critical Performance Factors:

Essential

- Organize the Women’s Shelter kitchen:
 1. Create and maintain systems for labelling & storing all food donations in pantries, freezers & walk in.
 2. Communicate with Volunteer and Donations Coordinator as well as Gresham Women’s Shelter Manager about systems and expectations for the kitchen to make sure that they align with the rest of the Shelter schedule and expectations.
 3. Set expectations with participants from the Women’s Shelter to maintain their food space and storage in designated kitchen areas.
 4. Create and maintain cleanliness & sanitation systems and guidelines for all staff to follow (based on USDA recommended standards).

5. Accompany one other staff member or volunteer for weekly food pick-up via Human Solutions' van.
- Weekly Meal/Menu Planning
 1. Candidate will plan meals for all lunches & dinners that are not provided by outside donors (approx. 7 lunches and 3-5 dinners, per week).
 2. Candidate will utilize donated pantry and walk-in items each week.
 3. Create recipes/ recipe folder for meals that can be cooked throughout the week as determined by manager.
 4. Process and prepare meals, schedule volunteers to assist with cooking and production.
 - Training and Assisting Staff & Kitchen Volunteers during Mealtimes
 1. In cooperation with the Volunteer & Donations Coordinator, candidate will train and assist kitchen volunteers with meal preparation.

Secondary

1. When possible, candidate will orient volunteers and new food providers to the Women's Shelter kitchens and the systems therein.

QUALIFICATIONS

The successful candidate must be able to perform each essential duty satisfactorily. The requirements listed below are representative of the knowledge and abilities required.

Knowledge of:

- Social and economic issues creating poverty, working successfully with practices and techniques related to people with low income to achieve greater self- sufficiency.
- Basic principles of confidentiality, crisis de-escalation, assertive engagement, and trauma-informed care.

Ability to:

- Must be self-motivated & self-directed.
- Must be very well organized and interested in collaborating on a system for accepting and tracking donations.
- Communicate clearly and respectfully with Women's Shelter Participants, volunteers, and donors
- Be culturally sensitive to diverse client populations.
- Experience in customer service, food service, and/or emergency services preferred.
- Must have the ability to keep track of donor's names and organizations, and refer to them in order to maintain close relationships with donors.
- Must thoroughly understand all donations procedures and be able to disseminate that information to donors and potential donors.
- Must be able to represent Human Solutions accurately to donors outside of the shelter community.
- Must possess a friendly and welcoming demeanor and be willing to problem solve with compassion & empathy.
- Must possess a basic understanding of the causes of homelessness and poverty, as well systemic barriers low-income people face.
- Must be able to work independently and as a team member.
- Drive mid-sized van and have a valid driver's license.

EDUCATION and/or EXPERIENCE

- Required 1+ year experience as a line cook, prep cook or back of house employee in a restaurant or institutional kitchen environment.
- Required Experience cooking for large groups of people (200+).
- Required Experience maintaining a kitchen using USDA standards.
- Preferred Experience managing staff and volunteers.
- Preferred Experience working in a non-profit or food justice related position.
- Candidate works well with others & is cooperative.
- Candidate is well organized and able to create & maintain organizational systems.
- Candidate is passionate about food justice, hunger relief and housing justice and equity.

Outcomes:

- Systems related to kitchen organization are created & maintained.
- Lunch and Dinner are planned and prepped for that day's shift.
- Kitchen is up-to-USDA-standard regarding cleanliness & sanitation.
- Recipes utilizing donated goods are created & archived for staff, kitchen employees & volunteers to refer to in the future.
- Reduction in food waste as food will be incorporated into menus & stored correctly.
- Maintain and renew food donor relationships as our shelter can utilize donations more fully.

PHYSICAL DEMANDS

The physical demands described here are representative of those that must be met by an employee to successfully perform the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

While performing the duties of this job, the employee is regularly required to use hands to finger, handle, or feel; reach with hands and arms; climb or balance; and talk or hear. The employee frequently is required to stand; walk; sit; and stoop, kneel, crouch, or crawl. The employee must frequently lift and/or move up to 10 pounds and occasionally lift and/or move up to 25 pounds. Specific vision abilities required by this job include close vision, and distance vision.

WORK ENVIRONMENT

The work environment characteristics described here are representative of those an employee encounters while performing the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions. The noise level in the work environment is usually moderate.

TO APPLY

Please send resume with cover letter and contact information for three professional references to: Christina Newcomb via email to cnewcomb@humansolutions.org. Letters of reference are not necessary; simply the names and contact information of 3 people who can provide a professional reference.