



REPORTS TO:

- **Erik Amnott:** Fleet Manager - erik@o-towncompost.com
- **Erin Schornagle:** General Manager, erin@o-towncompost.com

Hourly Requirements: Part (< 32) or Full time (>32) hours per week according to what is needed and ability to increase hours as our business grows. The days of the week we need a driver's help may vary, but residential routes occur M-F. The opportunity for more hours will quickly present itself if the driver can handle their residential routes efficiently. Residential routes begin at 7am to avoid heavy traffic times of the day.

Starting Pay/Benefits (after 90-day probationary period is completed):

- Starting pay \$16/hour
- \$100/month preventative healthcare reimbursement (gym membership, yoga classes, massages, etc.)
- Free YMCA membership
- Free composting drop-off service and OTC swag
- Opportunity for growth and increased opportunities within a startup environment
- Know that your work directly impacts the well-being and sustainability of your community
- Work in an environment that values the quality of it's fleet vehicles and the tools used, prioritizing cleanliness and preventative maintenance

REQUIREMENTS:

- Drivers must have a clean driving record.
- Must complete their route in an efficient and timely manner
- Drivers must practice a professional, constructive, and positive work attitude.
- Experience driving large vehicles important (we currently operate a Freightline Sprinter van)
- CDL NOT REQUIRED
- Must be able to lift 50 pounds
- Comfortable maneuvering large vehicle, even in tight downtown areas
- Responsible individual, comfortable working with relative autonomy and minimal oversight
- Previous experience with Trash / Recycling collection is a plus
- Love of exceptional customer service, and a natural sense of hustle
- Detail oriented, with a demonstrated ability to work independently, multitask and react quickly to changing conditions
- Willing and able to work outdoors in all elements (rain, heat, cold, etc.)
- Committed to communicating regularly and constructively with team members

RESPONSIBILITIES (with Manager's assistance):

- ✓ Servicing apartments and homes in an urban environment
- ✓ Servicing places like restaurants, offices, and cafeterias
- ✓ Maneuvering tight Loading Zones & Loading Docks

- ✓ Emptying collection receptacles and leave the customer's location clean and free of debris. Replacing compostable liner.
- ✓ Operating collection vehicle in accordance with O-Town Compost Safety Rules, OSHA (Occupational and Safety Health Act) and DOT (Department of Transportation) requirements as well as all local, state and federal laws
- ✓ Get a feel for what our Residential Driver position looks like, with [some of these photos](#) of the day-to-day!

ACKNOWLEDGEMENT: To apply for this job, please send this document signed acknowledging that you've read the job description, plus your resume to INFO@O-TOWNCOMPOST.COM and ERIN@O-TOWNCOMPOST.COM. We will be in touch shortly.

I have read and understand the position description above and can perform this duty.

Madison Drum

Print Name

Signature

Date 09-01-2025