



# Delivery Driver

FULL-TIME

HOURLY RATE \$17

With more than 40 years in the retail industry, Homemakers Furniture is a leader in providing affordable home furnishings to the state of Iowa. We seek employees who are dedicated and passionate about their work. We are seeking a highly motivated candidate to join our dynamic team.

## BENEFITS

When you join the Homemakers team, you are joining a family-operated organization with a rich 40-year history in the retail industry. With the backing of Nebraska Furniture and Berkshire Hathaway, we are continuing to grow. With our family and growth-oriented culture, a career with Homemakers includes great opportunities for advancement, set schedule options, competitive pay, and fantastic benefits.

AS A **FULL-TIME EMPLOYEE**, YOU WILL ENJOY THE FOLLOWING BENEFITS:

- Comprehensive paid training program
- Medical, dental and vision insurance
- Pre-tax Flexible Spending Accounts (health and dependent care)
- Company-paid life insurance
- 401(k) with company match
- Profit sharing
- Short-term disability
- Employee assistance program
- Employee discounts (including Nebraska Furniture Mart)
- Closed most major holidays
- Paid time off
- Paid holidays
- Opportunities for advancement

## POSITION SUMMARY

The delivery driver's primary goals are transporting the correct product to the correct customer at the scheduled time, engaging with the customer as a representative of Homemakers throughout the day and carrying out minor maintenance repairs.

## ESSENTIAL POSITION ACCOUNTABILITIES

- Drive throughout the state using maps and directions
- Deliver exceptional customer service and build long-term relationships with customers
- Assemble products (when necessary) for delivery to customer homes
- Continually lift products up to 75-100 lbs
- Use a variety of hand and power tools, electric meters and material handling equipment to perform duties
- Maintain and adjust forklifts, check forklift batteries and battery chargers
- Operate tools and equipment safely and efficiently
- Change furnace filters on a regular basis and keep a maintenance log
- Check and replace fluorescent light bulbs in ceilings on a weekly basis
- Connect electrical office equipment when it is moved or replaced
- Build floor display props when requested
- Adjust and repair doors and paint walls when needed
- Clean exterior air conditioners twice annually and carry out general maintenance
- Provide feedback to management regarding efficiencies, safety and productivity
- Follow all operational and safety procedures
- Additional duties may vary as assigned by a manager or team lead

## EDUCATION/WORK EXPERIENCE REQUIRED

- High School Diploma or GED
- Delivery experience

- Minor maintenance skills
- Valid driver's license
- No DWI conviction within the last seven years
- No more than two moving violations and/or accidents in the last seven years
- Must be 21 years of age
- Pass a pre-employment drug screen, physical/lift test and background check

#### **KNOWLEDGE, SKILLS AND ABILITIES**

- Highly motivated and able to work independently
- Must be able to work at varying heights
- Monday – Friday schedule, but able to work long hours as company needs
- Ability to work with little supervision
- Initiative to follow through on routine and scheduled maintenance tasks

#### **BEHAVIORAL EXPECTATIONS**

- Respect - Follows Homemakers Core Values of honesty, integrity, customer loyalty, quality products and services, teamwork and cost effectiveness.
- Motivation - Commitment to the assigned task. Sets and achieves challenging goals, demonstrates persistence and overcomes obstacles. Measures self against standard of excellence. A self-starter. Takes calculated risks to accomplish goals.
- Quality - Demonstrates accuracy and thoroughness. Looks for ways to improve and promote quality. Applies feedback to improve performance. Monitors own work to ensure quality.
- Quantity - Willing to work with a sense of urgency. Meets productivity standards, completes work in timely manner and strives to increase productivity.
- Teamwork - Demonstrates a willingness to work with a team.
- Adaptability - Demonstrates a willingness to adapt to changing circumstances and workflow.
- Attendance - Is consistently at work and on time. Ensures work responsibilities are covered when absent. Arrives at meetings and appointments on time.

#### **PHYSICAL EXPECTATIONS**

- Standing/walking for long periods of time
- Driving truck
- Bending, kneeling, crouching and climbing
- Hand movements, simple grasping, firm grasping and fine manipulating
- Consistently carrying or lifting 75-100 lbs
- Pushing, pulling and maneuvering materials from 1-100 lbs

#### **ENVIRONMENTAL CONDITIONS**

- Work inside/outside of store, warehouse grounds and building facilities
- Conditions may include hot/cold temperatures, dusty surroundings and noisy work environment

Background check, pre-employment drug screen and physical/lift test are required.  
Homemakers is a tobacco- and drug-free workplace. EOE