



## Picker (Receiving Department)

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### FULL-TIME

HOURLY RATE \$12<sup>50</sup>

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 picker for our Receiving department.

### 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 picker unloads and locates product safely, accurately, and efficiently while maintaining a positive attitude. The job requires extensive heavy lifting, operating lifts and proper handling of product.

### ESSENTIAL POSITION ACCOUNTABILITIES

- Properly handle product while moving it from one location to another
- Continually meet the monthly standard for the quantity of product to be picked
- Maintain a high level of accuracy when identifying the product to be picked
- Provide feedback to management regarding efficiencies, safety and productivity
- Follow all operational and safety procedures
- The above responsibilities and additional duties may vary as assigned

### EDUCATION/WORK EXPERIENCE REQUIRED

- High School Diploma or GED
- Warehouse experience a plus

### KNOWLEDGE, SKILLS AND ABILITIES

- Ability to operate a forklift
- Some Computer skills
- Ability to work at varying heights
- Ability to work from 4am - 12:30pm Monday-Friday (and occasional Saturdays)

### BEHAVIORAL EXPECTATIONS

- Respect - Follows Homemakers Core Values of honesty and 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; 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 for long periods of time
- Pushing and pulling objects
- \* Repetitive bending, lifting and arm movements
- Able to lift up to 159 lbs

#### ENVIRONMENTAL CONDITIONS

- Will work indoors and outdoors
- 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