



## **Delivery Driver**

Tewksbury, MA

**Employment Type:** Permanent, Full Time

**Schedule:** Monday-Friday, 8:00am or 9:00am departure, routes are typically 7.5-9 hours in length

**Pay:** \$18-19/hour (\$16.50-\$17.50/hr base rate + \$1.50/hour attendance bonus)

Do you enjoy tackling a new adventure each day? Do you thrive off of working independently? When you join the rapidly growing team at Walden Local, you'll be connecting our member families to local farmers by ensuring our members' monthly meat deliveries go off without a hitch! Operating rain, shine or snow, you will be challenged to navigate a variety of urban, suburban and rural delivery routes that change each day and range from Southern Maine through the Providence, RI area. Depending on the route, you'll be stopping at anywhere from 60 to 110 homes daily.

This is a great position for someone with experience as a driving contractor (Lyft/Uber/Instacart/Amazon DSPs) looking for a career as an employee with growth potential and benefits. We're rapidly growing with significant planned growth over the next 4 years, so there will be advancement opportunities for interested team members!

### **What You'll Do:**

- Safely drive a 14-foot delivery van in urban, suburban and rural areas in all weather across Maine, New Hampshire, Massachusetts and Rhode Island
- Assist with loading and unloading your delivery van
- Respectfully deliver monthly meat subscription shares to our members' homes, paying close attention to delivery instructions
- Collect prior month's delivery bags, re-fold and return them to the warehouse for re-use
- Answer basic customer service inquiries from Walden Local members during their home delivery
- Complete pre-departure and end-of-route paperwork regarding your route and the condition of your delivery vehicle to ensure any maintenance needs are documented for the Maintenance team
- Maintain the overall cleanliness of your delivery van by removing personal items, cleaning out any trash and promptly cleaning up any food or beverage spills promptly each day

- Coordinate on the fly delivery adjustments with our Member Experience team to ensure each member's monthly delivery goes smoothly
- Pitch in with miscellaneous warehouse tasks as needed on scheduled non-delivery days

**What You'll Bring:**

- Passion for our mission to support and grow local and sustainable meat
- Home delivery, commercial driving or Lyft/Uber/Instacart/etc. experience
- Valid Driver's License
- A clean driving record for at least the past 3 years
- Ability to lift and carry 5-35 pounds while walking on flat surfaces and stairs
- Comfort with driving and working in varying weather conditions
- A track record of excellent work attendance
- Willingness to get hands dirty and jump in to do whatever needs to get done

**Bonus points if you have....**

- Food or agriculture industry experience

**What We Offer** (eligibility starts after 90 days of employment unless otherwise noted)

- Financial: Bi-weekly Perfect Attendance Bonus (starts from your first day), Annual Company Bonus Plan, 401k plan (starting at 1 year)
- Health & Wellness: Medical, Dental & Vision, Paid Sick Days, Paid Time Off (starting at 6 months), 8 Paid Holidays, Volunteer Time Off Program, Paid Parental Leave
- The Fun Stuff (starts from your first day): up to 5 lbs of free meat weekly, 25% off up to 2 Walden monthly meat subscription memberships and at our Boston butcher shop

**When You Join Walden...**

You'll be Making Local Work - contributing to a mission-driven startup committed to reinvigorating local agricultural economies, in support of healthier communities, animals and soil. Walden Local is New England and New York's leading brand of sustainable, locally-raised meat, connecting families with farmers by distributing monthly deliveries directly to thousands of households across the Northeast. We believe in simplicity, doing ridiculous things for our members, and that the little things matter. We're building a diverse team that shares these passions. If you're inspired by ambitious missions and working hard to solve complicated problems, we'd love to meet you!

Walden Local is an equal opportunity employer and does not discriminate against otherwise qualified applicants on the basis of race, color, creed, religion, ancestry, age, sex, marital status, national origin, disability or handicap, or veteran status.