



Deconstruction Cooperative Co-Founder Opportunity

Rica Lumber & Deconstruction

Evelyn met Jae on a Saturday afternoon because Jae had a textbook out, studying for their Interdisciplinary Sustainability degree. They quickly became friends, sharing stories about sustainable building and going to queer community events together.

They bonded over the lack of jobs that were working toward both circular economies and equity. Every job Evelyn found, even in the construction industry, had a clear lack of diverse representation in leadership. Jae had just returned from studying in Costa Rica where they had seen building materials being commonly reused. Neither of them could understand why more of that wasn't happening here! The intersection of their experiences began sparking an idea to create something special. They assessed where their skills and experiences overlapped, as well as the market needs. With a feeling that deconstruction might be the right fit, they braved I-25 to tour Perks Deconstruction in Denver. They met Anna Perks, saw the collection of beautiful, reclaimed lumber and heard about various successful deconstruction projects and knew this was the right fit.

Evelyn and Jae continued following this path and Rica Lumber & Deconstruction was born! They are now looking for a third founding member to join their team and help develop the cooperative structure, share their knowledge and experience, and make a positive community impact.

Core Responsibilities

Business Development & Operations

- Lead the identification and acquisition of deconstruction projects through strategic networking and relationship building with contractors, developers, and property owners
- Design and implement efficient deconstruction workflows tailored to different building types and project scopes, ensuring safety, quality, and timely project completion
- Manage the processing, sorting, inventory, and sales of salvaged building materials to contractors, architects, developers, and retail customers

Financial Management

- Participate in the financial planning and management of the cooperative
- Help establish pricing models for deconstruction services and salvaged materials
- Contribute to the development of the cooperative's financial systems and reporting

Governance & Cooperative Development

- Actively participate in the democratic governance structure of the worker-owned cooperative
- Contribute to policy development, decision-making processes, and strategic planning

- Help establish the cooperative's culture, values, and operational framework
- Participate in member education and training programs

Supervisory & Team Leadership

- Provide technical guidance and process leadership for team members
- Develop training and facilitate knowledge transfer for safety, deconstruction and material handling processes
- Identify ways to improve quality and create efficient processes
- Lead collaborative decision making and act as a sounding board for team member's ideas and challenges
- Develop, implement and follow safety protocols and prevention action planning
- Serve as the safety manager on the job site (depending on job assignments)

Operations

- Lifting loads that are 30-50 lbs
- Climbing ladders
- Lifting, stooping, bending
- Other duties as assigned

While this is a co-founder role with significant strategic and management responsibilities, the nature of deconstruction requires that you be physically capable of hands-on operations. You won't be performing the most physically demanding tasks daily, but you must be able to work with proper techniques alongside team members.

Qualifications (Preferred unless otherwise noted)

Experience & Expertise

- Experience with hands-on knowledge of building materials, construction methods, safety requirements and deconstruction techniques
- Experience with project estimation, bidding, and operational management
- Understanding of construction safety protocols and regulatory requirements
- Knowledge of building materials and their market value
- Experience with inventory management and materials processing

Language Skills

- Spanish language proficiency (written and spoken) to effectively communicate with team members whose first language is Spanish
- Ability to create training materials and documentation in both English and Spanish
- Required - Cultural competency in working with diverse teams
- Required - Willingness to endure endless puns

Leadership & Management

- Required - Strong leadership abilities with experience managing teams or projects
- Required - Problem-solving skills and ability to work independently and collaboratively
- Required - Excellent communication and interpersonal skills
- Required - Commitment to cooperative principles and worker empowerment

Business Acumen

- Understanding of business operations, financial management, and strategic planning
- Experience with business development and client relationship management
- Ability to work within a democratic governance structure
- Experience marketing and promoting a new small business

We Welcome Diverse Applications

If you're passionate about our mission and have some of the qualifications we're looking for, we strongly encourage you to apply. We're particularly interested in candidates who may excel in areas we haven't explicitly mentioned but would bring unique value to our cooperative.

We're building something special, and we'd rather learn about your unique combination of skills, experiences, and passion than miss out on a great opportunity. The right person for this role will bring energy, expertise, and a collaborative spirit to help us create a successful, impactful deconstruction cooperative.

What We Offer

Professional Growth

- Opportunity to build and shape a mission-driven business from the ground up
- Leadership role in an innovative business structure
- Chance to develop expertise in the growing field of deconstruction and circular economy

Financial Benefits

- Equity ownership as a co-founder of the cooperative
- Input into cooperative financial policies and compensation models
- Pay and profit-sharing of all completed jobs

Community Impact

- Be part of a business that makes a positive environmental and social impact
- Help create meaningful employment opportunities in your community
- Contribute to reducing construction waste and promoting sustainable building practices

Supportive Environment

- Woman- and queer-led workplace with a collaborative and democratic structure
- Guidance of the direction our company goes in
- Flexible, fun and inclusive work environment

How to Apply

If you are passionate about sustainability and worker equality, have Spanish-speaking and/or construction skills and want to be part of building a worker-owned cooperative that makes a difference, we encourage you to reach out to discuss this opportunity further. Please send us an email at ricalumber@gmail.com or give us a call or send us a text at 970-661-2299 to set up some time.

Please provide:

- Your resume or CV or other summarizing document highlighting relevant construction and management experience

- Optional - Examples of projects you've managed or processes you've developed

We're looking for someone who shares our vision and has the skills and experience to help us build a successful, sustainable deconstruction cooperative.