



**Position Title:** St. Joseph Gift & Thrift Associate  
**Department:** Sustainability  
**FLSA Status:** Part-time or Full-time  
**Location:** Hastings, Nebraska  
**Reports to:** Regional Director  
**Date Created:** February 2026

**Position Summary:** The St. Joseph Gift & Thrift Associate helps the manager(s) in overseeing the operations of the St. Joseph Gift and Thrift store by providing staff, volunteers, donors, and customers with a dignified and positive experience. The Associate also assists in supervising the overall wellness of staff and the incorporation of volunteers into donation processing while maintaining a clean, organized, and well-curated storefront.

**Essential Functions:**

- Assist with store operations and volunteers during assigned shifts, including customer service, merchandising, sorting, stocking and staging inventory, and display maintenance.
- Supervise and train volunteers.
- Welcome clients, customers, volunteers, donors, and vendors.
- Answer the phone in a kind, appropriate manner.
- Coordinate and stage donated items to create a welcoming environment for customers.
- Ensure stockrooms are maintained in a neat and organized manner to facilitate moving to the retail floor and ensure safety of others always.
- Assist with customer checkout as needed.
- Oversee gift card redemptions with clients.
- Manage internal controls of cash and inventory.
- Support activities that serve the objectives of the CSS Sustainability Team.
- Adhere to the personnel practices of Catholic Social Services and participate in the annual Diocesan Safe Environment Training.
- All other duties as assigned.
- Represent, communicate, and integrate authentic Catholic social teaching in the presentation of CSS' mission.

Subject to the Constitution of the United States and all applicable state and federal laws, CSS does not discriminate in its employment practices or in the administration and dissemination of its programs and services.

**Preferred Competencies:**

- Communication; written and verbal
- Cooperation
- Teamwork
- Attention to detail
- Problem-Solving
- Ethical
- Organizational Support
- Safety and Security

**Qualifications:**

High school diploma or general education degree (GED); or one to three years related experience and/or training; or equivalent combination of education and experience. Must be knowledgeable about the Catholic Church and support its moral and religious teachings.

**Physical Demands:**

The physical demands described here are representative of those that must be met by an employee to successfully perform the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform essential functions. While performing the duties of this job, the employee is regularly required to stand, walk, use hands to handle or feel, reach with hands or arms, climb or balance, and talk or hear. The employee must regularly lift and/or move up to 25 pounds and occasionally 50 pounds.

**Working Environment:**

While performing the duties of this job, the employee is in both indoor and outdoor conditions. The noise level in the work environment is usually moderate.

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