



Send your Job Posting to your local NCWorks Career Center

NCWorks Career Center serving your area: Tri-County (Cherokee/Clay/Graham) Center
 Office E-Mail: CherokeeClayGraham@NCWorks.gov.
 Office Fax No.: 828-837-5586

The State of North Carolina Employer Accounts & Job Order policy requires all employers that wish to use the NCWorks Online system have an active unemployment insurance tax account. In addition, all job postings must advertise actual W-2 type positions that are currently vacant, or will be available within 90-days, and the work be performed in North Carolina or a county that immediately borders the state. For a full description of all the requirements, please find the complete policy here:

<https://www.nccommerce.com/documents/operational-guidance-og-26-2021-employer-accounts-and-job-order-procedures>.

Tell us about this position... (Please complete ALL appropriate fields as we will not be able to post incomplete orders.)			
Is this a position related to a Foreign Labor Certification visa (H-2A, H-2B, or PERM)? <input type="checkbox"/> H-2A <input checked="" type="checkbox"/> H-2B <input type="checkbox"/> PERM <input type="checkbox"/> N/A			
Employer (Company paying the wages): Orr Contracting, Inc.		Federal tax ID: [REDACTED]	
Job Title/Occupation: Temporary Groundskeepers (18)		NC UI tax ID: 02-73-544	
Has a similar job order previously been posted? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No			
Is this a Remote Worksite / Work at Home type position? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No			
Main/Corporate Contact Information			
Contact Person: Barbie Orr		Title: Office Manager	
Mailing Address: 4058 Sweetwater Rd			
City: Robbinsville		State: NC	Zip: 28771
Phone: 828-479-8868		Alternate Phone:	
Fax:		Email: orrhouse@hughes.net	
Job Location/Worksite Information (if different from above)			
Job Location Contact Person: Barbie Orr		Title: Office Manager	
Physical Address: 156 East Main Street			
City: Robbinsville		State: NC	Zip: 28771
Phone: 828-479-8868		Alternate Phone:	
Fax:		Email: orrhouse@hughes.net	
Job Details			
Display your company name on the Job Order (make it publicly available to jobseekers)? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No (No will require staff follow-up.)			
Are there any fees, upfront costs, or out-of-pocket expenses expected from an applicant seeking this position? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No			
Number of Positions: 18	Keep Job Order Open Until: 01/08/2025	Number of Referrals Desired: 999	
Type of Job:			
<input type="checkbox"/> Regular <input checked="" type="checkbox"/> Temporary <input type="checkbox"/> Seasonal <input type="checkbox"/> Volunteer <input type="checkbox"/> Contract [Length: month(s)/year(s)]			
<input checked="" type="checkbox"/> Full-Time (30+ hours) <input type="checkbox"/> Part-Time (<30 hours) <input type="checkbox"/> Full and Part-Time Positions <input type="checkbox"/> As Needed (PRN)			
Compensation and Hours			
Do you wish to hide wage info from applicants? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No			
Hiring range? Minimum Pay: 17.85 Maximum Pay: 20.00 (MIN AND MAX are required)			
Basis of salary/pay: <input checked="" type="checkbox"/> Hour <input type="checkbox"/> Day <input type="checkbox"/> Week <input type="checkbox"/> Month <input type="checkbox"/> Year <input type="checkbox"/> Quarter <input type="checkbox"/> Other - specify:			
Pay comments: <input checked="" type="checkbox"/> Depends upon Experience <input type="checkbox"/> Commission only <input type="checkbox"/> Piece rate <input type="checkbox"/> Salary + Commission			
<input type="checkbox"/> Salary + Sign-On Bonus <input type="checkbox"/> Salary + Tips <input type="checkbox"/> Salary + Bonus <input type="checkbox"/> Per Diem only <input type="checkbox"/> Will discuss with applicant			
Hours per week? <input type="checkbox"/> Not specified <input type="checkbox"/> Vary <input checked="" type="checkbox"/> Are Specific (# per week = 40)			
Shift: <input checked="" type="checkbox"/> Day <input type="checkbox"/> Evening/Swing <input type="checkbox"/> Night/Graveyard <input type="checkbox"/> Rotating			
<input type="checkbox"/> Split <input type="checkbox"/> Flexible <input type="checkbox"/> Other (Specified in Job Description)			

<p>Job Description</p> <p>Please provide a detailed job description of the position (including any specialized skills required).</p>	<p>Orr Contracting, Inc. is looking to fill 18 Groundskeeper positions. This is a temporary, full-time seasonal position from 1/28/2025 to 11/15/2025.</p> <p>Begin/report to work: 4058 Sweetwater Road, Robbinsville, Graham County, NC 28771 @ \$17.85/hr. Employer will transport workers daily between report to work address and additional worksites.</p> <p>Additional worksites (work throughout the following counties/areas): Blount, TN, Cherokee, NC, Graham, NC, Haywood, NC, Jackson, NC, Monroe, TN, Sevier, TN, Swain, NC, and areas of Asheville, NC, East Tennessee nonmetropolitan area, Knoxville, TN, Mountain North Carolina nonmetropolitan area, .</p> <p>Duties: maintain grounds of industrial/commercial/public property: along roadways, parks, playgrounds. Cut grass, using walk/riding mowers, trim hedges and edge around walks. Prune: shrubs and trees to shape and improve growth. Gather and remove litter. Use: hedge trimmers, clippers, edging tools, tractors w/ bush hogs, weed eaters, lawn mowers & other related Groundskeeper activities as per SOC/OES 37-3011 (onetonline.org).</p> <p>Standard/Expected Schedule: Monday-Friday 7:00AM-5:00PM. Offering 40+ (plus) hours per week; not including applicable lunch and/or breaks. Possible weekend/holiday work. Start/end times, offered hours and/or overtime could vary as they may be dependent upon other factors such as project/schedule/service needs, weather, and commute time between worksites (if applicable). Work is performed outdoors, exposed to weather; must be capable of doing physically strenuous labor for long hours, occasionally in extreme heat or cold. Variable weather conditions apply; hours may fluctuate (+/-), possible downtime and/or overtime.</p> <p>Terms: Employer will comply with all applicable Federal, State and local employment-related laws and regulations such as wages, breaks, hours worked, and overtime hours (overtime possible, but not required or guaranteed. If overtime is worked, wage is paid at 1.5x regular rate of pay per hour worked beyond 40 hours each week.).</p> <p>Requirements: Must be 18 due to insurance. Must show proof of legal authority to work in the U.S. Drug/Alcohol/Tobacco free work zone. Perform physical activities: such as lift, balance, walk, stoop, handle, position, move, manipulate materials use static strength to exert maximum muscle force to lift, push, pull, carry objects up to 50lbs. No minimum education requirement. On-the-job training available. All applicants must be able, willing and qualified to perform work described and must be available for the entire period specified and work throughout all areas of intended employment. Based on Employer's discretion/cost: Worker may have random drug/alcohol testing during employment: positive test/refusal to abide = dismissal.</p> <p>Wages and Conditions of Employment: \$17.85/Hour up to possible \$20.00/Hour OT \$26.78/Hour up to possible \$30.00/Hour. Wage may vary based on Experience. Will use a single workweek as its standard for computing wages due. Wage paid every week. All deductions required by law will be made by the employer as well as any further tax withholding or other reasonable deduction(s) authorized by the worker. At Employer's sole discretion: possible raises and/or bonuses based on individual factors such as work performance or skill (not guaranteed); possible cash advances (if applicable/requested by worker, potential deduction from worker's paycheck).</p> <p>Inbound and Outbound Transportation (Initial Arrival & Contract Completion/Subsequent Departure): The amount of transportation payment or reimbursement will be equal to the most economical and reasonable common carrier for the distances involved. Daily subsistence will be provided at the rate required at the time of travel (currently \$15.88 per day during travel to a maximum of \$59.00 per day with receipts).</p> <p>Transportation and subsistence will be reimbursed (by check in 1st work week) for cost from the place from which the worker has come to work for the employer, whether in the U.S. or abroad, to the place of employment. Will reimburse the H-2B worker in the first workweek for all visa, visa processing, border crossing, and other related fees, including those mandated by the government, incurred by the H-2B worker (not including passport).</p> <p>Upon completion of the work contract or where the worker is dismissed earlier, employer will provide or pay for worker's reasonable costs of return transportation and subsistence back home or to the place the worker originally departed to work, except where the worker will not return due to subsequent employment with another employer.</p> <p>3/4s Guarantee: The worker will be offered a total number of work hours equal to at least three-fourths of the workdays of each 12-week period.</p> <p>Tools, Equipment and Supplies: All work will be done with employer provided tools, supplies and equipment without charge or deposit.</p> <p>Miscellaneous: Optional, shared housing available at no cost to the worker. Any worker who voluntarily abandons employment is not entitled to payment for outbound transportation or the full 3/4s Guarantee described.</p> <p>Employer Contact Information: Orr Contracting, Inc. - Email: orrhouse@hughes.net or Phone: 828-479-8868.</p> <p>How to apply: Inquiries, applications, indications of availability and/or resumes may be sent to the nearest NC SWA: Tri-County (Cherokee/Clay/Graham) Center 800 West US Highway 64 West, Murphy, NC 28906. Phone: 828-837-7407. Email: CherokeeClayGraham@NCWorks.gov.</p>
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Job Application Method

Check all the methods that individuals may use to apply for this job.

Apply via NCWorks Online (which will require follow-up by Employer via NCWO):

Provide a NCWO Resume Provide a NCWO (Generic) Application At local NCWorks Career Center

Apply **directly** to employer via:

Phone Fax In Person Email Resume Mail Resume

Via Company or application Website (include http:// or https://)

Any specific application instructions or details to share with candidates? Employer Contact Information: Orr Contracting, Inc. - Email: orrhouse@hughes.net or Phone: 828-479-8868.

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Education, Licenses, and Certifications

Minimum age of applicants to this position, if any? **Must be 18 due to insurance.**

This minimum age is due to the following:

Alcohol Hazardous work/materials involved Hours of Work

Insurance Other (Specified in Job Description) Special Program/Category Bonding

Minimum education required, if any? n/a

Minimum months of prior experience required, if any? n/a

Occupational License/Certification Required? Specify: n/a

Is job accessible by public transportation? Yes No

Driver's License Required? Yes (private operator) Yes (CDL) No

If required, specify: Driver's License Type: Class A Class B Class C

Endorsements: Class H Class N Class P Class S Class T



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