

Warehouse & Production Associate

Join the Oase Team

At **Oase**, we are passionate about creating exceptional water experiences. As a global leader in water garden, pond, aquarium, and water technology solutions, we combine innovation, premium quality, and technical expertise to help customers transform indoor and outdoor spaces through water.

As we continue to grow, we're looking for a dependable, motivated **Warehouse & Production Associate** to join our team. If you enjoy staying active, take pride in doing quality work, and thrive in a collaborative, fast-paced environment, we'd love to hear from you.

Position Summary

This position plays an essential role in delivering an exceptional customer experience by ensuring customer orders are accurately picked, packed, and shipped and production orders are completed with high quality and in a timely fashion. This position contributes to the overall success of our operations by maintaining high standards of safety, quality, productivity, and teamwork.

What You'll Do

- Accurately pick, pack, label, and prepare customer orders for shipment.
- Receive, unload, sort, stock, and replenish inventory using established warehouse procedures.
- Perform quality inspections to ensure products are accurate, damage-free, and ready for shipment.
- Safely move materials throughout the warehouse using pallet jacks, hand carts, and other approved equipment.
- Build, stack, wrap, and secure pallets for safe transportation.
- Verify products and quantities against pick tickets and shipping documentation.
- Rotate between warehouse functions, including receiving, picking, packing, shipping, replenishment, and inventory support.
- Perform light assembly and production builds
- Meet daily productivity and quality goals while maintaining a high level of accuracy.
- Keep work areas clean, organized, and safe by following housekeeping and safety standards.
- Adapt to changing priorities and assist with additional responsibilities as needed.

What We're Looking For

- Strong attention to detail and commitment to accuracy.
- Positive attitude with a strong work ethic and sense of urgency.
- Ability to work independently while contributing to a collaborative team environment.
- Good verbal communication and interpersonal skills.
- Ability to read and write English, follow written and verbal instructions, and perform basic math.
- Strong organizational and problem-solving skills.
- Comfortable learning warehouse technology, including proprietary hardware and software systems.
- Ability to accurately interpret pick tickets and shipping documentation.

Physical Requirements

This position requires regular standing and walking throughout the workday, along with frequent bending, squatting, reaching, and repetitive motion.

Candidates must be able to:

- Lift up to 35 pounds regularly throughout the shift and occasionally lift 50 pounds.
- Push or pull carts and equipment weighing up to 500 pounds using appropriate equipment.
- Climb, kneel, stoop, and perform other physical warehouse activities safely.
- Work in a fast-paced warehouse environment while maintaining safety and productivity standards.

What We Offer

At Oase, we recognize that our employees are the foundation of our success. We're committed to providing competitive compensation, excellent benefits, and opportunities for professional growth.

- Competitive hourly pay.
- Comprehensive medical, dental, and vision insurance.
- 401(k) with company matching contributions.
- Company-paid Short-Term and Long-Term Disability insurance.
- Health Savings Account (HSA) with company contributions.
- Generous Paid Time Off (PTO) and paid holidays.
- Ongoing training and professional development opportunities.

- A safe collaborative, and team-oriented work environment.

Why Join Oase?

When you join Oase, you become part of a global organization dedicated to innovation, quality, and exceptional customer experiences. Every team member plays an important role in our success, and we're committed to providing a workplace where employees are respected, supported, and empowered to grow. If you're looking for a stable career with a company that values teamwork, accountability, and continuous improvement, we'd love to hear from you.

Oase is an Equal Opportunity Employer. We celebrate diversity and are committed to creating an inclusive environment for all employees.