



COMMUNITY SERVICE PROGRAMS OF WEST ALABAMA, INC.

ADMINISTRATIVE OFFICE

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Human Resources

Cynthia W. Burton
Executive Director

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July 12, 2021

JOB ANNOUNCEMENT

Title: Maintenance Associate III

Location: Tuscaloosa

Employment Classification: Regular, Full-Time, Non-exempt, Safety-Sensitive

Summary of the Position: See Attached Job Description

Qualifications of the Position: See Attached Job Description

Duties and Responsibilities: See Attached Job Description

Salary and Application Procedures: This is a Pay Grade 5 position on the Community Service Programs Pay Scale with a starting pay range of \$16.26 - \$18.25 per hour. Current employees may apply by submitting a letter of interest along with an updated employment application. Other interested applicants may apply by submitting a completed employment application obtained from the website at www.cspwal.com or by contacting the Human Resources department of CSP at (205) 469-1015 to request an application. Completed and signed applications may be submitted in person, by mail or scanned and emailed to employment@cspwal.com.

DEADLINE to apply extended: July 16, 2021, at 5:00 p.m.

Community Service Programs of West Alabama, Inc., is an equal opportunity employer that does not discriminate on the basis of race, religion, gender, handicap status, age, genetic information, or national origin. CSP maintains a Drug Free Workplace Policy and the applicant is subject to pre-employment and random alcohol and drug testing. CSP operates a licensed children's facility and applicants will be subject to criminal history background checks. CSP is an E-verify Employer. **EOE AA M/F/Vet/Disability.** Qualified applicants will receive consideration for employment without regard to race, color, religion, sex, sexual orientation, gender identity, disability or national origin.

Community Service Programs of West Alabama

Job Description

Job Title: Maintenance Associate III

Department: Property Management

Reports to: Property, Asset and Resident Services Manager

Employment Classification: Regular Full-Time; Non-Exempt; Safety-Sensitive

Pay Range: \$16.26 - \$18.25 per hour

Summary of Duties and Responsibilities

The Maintenance Associate III performs general maintenance, installation and repairs including carpentry, painting, plumbing, and electrical work at all CSP housing developments, offices and other properties. In addition, the Senior Maintenance Associate performs installation and repair work on heating/cooling units and residential and commercial appliances.

Essential Duties:

- Plan in order to execute job responsibilities, prioritize activities and meet deadlines within required timeframes.
- Perform maintenance repairs at CSP's housing developments, offices, commercial properties and other properties.
- Perform installation and repair work on heating/cooling units as needed
- Perform installation and repair work on plumbing systems as needed.
- Performs installation on residential appliances.
- Answer service calls and complete work orders assigned by the supervisor.
- Perform inspections to identify maintenance issues, safety issues and assure the cosmetic appearance of properties.
- Write repair and maintenance specifications and generate work orders to be submitted to supervisor.
- Provide on-site work leadership for custodial and/or maintenance staff.
- Accurately document time, materials and work performed on work orders.
- All other duties as assigned by the supervisor.

Qualifications: *To perform this job successfully, an individual must be able to perform each essential duty satisfactorily. The requirements listed below are representative of the knowledge, skill, and/or ability required. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.*

Education and Experience:

- High School Diploma or GED.
- Minimum 5 years HVAC experience and demonstrated ability to perform installation and repair work on heating/cooling units.
- Minimum 5 years plumbing experience and demonstrated ability to perform installation and repair work on plumbing systems..
- Minimum 5 years general maintenance and repair experience, including carpentry, electrical work.
- Prefer ability to install and perform repair work on commercial appliances.

Certificates, Licenses, Registrations:

- Valid Alabama driver's license with liability insurance.
- Universal Certification.
- Successful completion of required criminal record and motor vehicle record background checks.

Language Skills:

- Ability to read and understand technical instructions, manuals and schematics; and work orders.
- Ability to generate purchase order requests for materials and supplies.
- Ability to effectively present information to staff and tenants.
- Ability to communicate and coordinate efforts with subcontractors.
- Ability to interact positively with tenants and coworkers.

Mathematical Skills:

- Ability to compute simple math such as addition, subtraction, multiplication and division.

Reasoning Ability:

- Ability to recognize and immediately report unsafe conditions.
- Ability to interpret technical safety instructions.
- Ability to analyze a situation and determine the appropriate action to take.

Other Skills and Abilities:

- Ability to operate standard and power tools such as a power drill, hammer, screwdriver, saw, and other equipment to perform maintenance, installations and repairs.
- Basic knowledge of current productivity software.
- Capable of handling multiple tasks and assignments with time constraints.
- Ability to work in a constant state of alertness.
- Must be reliable, punctual, and trustworthy.
- Regular and predictable attendance.
- Ability to meet deadlines.
- Ability to work effectively with diverse populations.

Physical Demands: *The physical demands listed 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 the essential duties and responsibilities previously mentioned.*

While performing the duties of this job, the employee is routinely required to stand, walk, talk, climb, kneel, crawl, bend, lift and sit. Specific vision abilities required by this job include vision to operate a motor vehicle, and a computer. Other specific abilities include the ability to operate hand tools and power tools. Multiple demands from several people are frequently required of the employee. The ability to write, read, listen, and speak is required of this employee.

Work Environment: *The work environment characteristics described here are representative of those an employee encounters while performing the essential functions of this job. Reasonable accommodations may be made to enable individuals to perform the essential functions.*

The noise level is variable in the work environment. Work is performed indoors and outdoors. The employee is expected to operate small motor equipment and general maintenance tools.

The information contained in the job description is for compliance with the American with Disabilities Act (ADA) and is not an exhaustive list of the duties performed for this position. The supervisor may assign additional duties.

REV 4.2014

Reviewed by Board of Directors 12/3/2015

Reviewed by Board of Directors 01.19.2017

Revised 08.10.2017

Reviewed by Board of Directors 09.21.2017

Reviewed by Board of Directors 03.15.2018

Revised 03.19.2018

Reviewed by Board of Directors 05.24.2018

Reviewed by Board of Directors 01.17.2019

Reviewed by Board of Directors 03.19.2020

Reviewed by Board of Directors 03.18.2021