



# COMMUNITY SERVICE PROGRAMS OF WEST ALABAMA, INC.

ADMINISTRATIVE OFFICE

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**Cynthia W. Burton**  
Executive Director

October 24, 2022

## **JOB ANNOUNCEMENT**

**Title:** Building Custodian

**Location:** Alberta Head Start/Early Head Start Center

**Employment Classification:** Regular, Full-Time, Non-Exempt, Non-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 Grade Level 10 position on the CSP Head Start Pay Scale with a pay range of \$10.00 - \$14.50 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](http://www.cspwal.com) or by contacting the Human Resources department of CSP at (205) 752-5429 to request an application. Completed and signed applications may be submitted in person, by mail or scanned and emailed to [employment@cspwal.com](mailto:employment@cspwal.com).

**Deadline extended to:** Friday, November 11, 2022 by 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, 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 facility and applicants will be subject to criminal history background checks. CSP is an E-verify Employer. **EOE AA M/F/Vet/Disability.** All 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:** Building Custodian

**Division/Department:** Head Start

**Reporting Relationship:** Center Manager

**Exemption Status:** Regular Full-Time, Non-Exempt, Non-Safety-Sensitive

**Work Schedule:** 40 hours/week between 7:00 a.m-4:00 p.m.

**Grade/Salary:** Grade 10 - Pay range of \$10.00 - \$14.50 per hour

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**Summary of Duties and Responsibilities**

The Building Custodian position is responsible for the cleanliness, general repair, preventive maintenance, and safety check of the Head Start facilities, equipment, and grounds.

**Essential Functions:**

- Perform cleaning tasks such as sweeping, dusting, washing windows, walls, and mopping floors.
- Remove trash and garbage from building(s) daily.
- Perform minor repairs to site building(s) and playground equipment.
- Maintain inventory and request janitorial supplies for cleaning and up-keep of building(s) and grounds.
- Inspect building(s) and grounds for unsafe conditions.
- Remove hazardous debris from center grounds.
- Follow directions and instructions regarding work assignments and procedures.
- Follow safety guidelines and maintain a safe working environment.
- Comply with all Head Start, DHR and Agency guidelines, policies and procedures.
- Actively contribute to a positive teamwork environment.
- 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:**

- Experience in performing general minor repairs.
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- Experience working in environments with children and families from disadvantaged environments is preferred.

**Certificates, Licenses, Registrations:**

- Valid Alabama driver's license with liability insurance.
- Serviceable automobile.

**Language Skills:**

- Ability to communicate to diverse populations.
- Ability to communicate orally and in writing.
- Ability to effectively present information to children and families.

**Mathematical Skills:**

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

**Reasoning Ability:**

- Ability to analyze problems confronted by program participants.
- Ability to define problems and draw valid conclusions.

**Other Skills and Abilities:**

- Ability to work in a constant state of alertness.
- Must be reliable, punctual, and trustworthy.
- Regular and predictable attendance.
- Ability to develop effective working relationships with staff members, program participants and their families.
- Ability to communicate effectively with the target population.
- Sensitivity to multi-racial and multi-cultural issues.
- Ability to develop working rapport quickly and easily.

**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 sit, talk, and hear. The employee is regularly required to stand and walk, bend, stoop and climb a ladder and steps. Lifting of objects weighing up to 25 pounds are routine. Multiple demands from the children and other individuals are frequently required of the employee. The ability to write, read, listen, and speak is required of this employee. In accordance with the Americans with Disabilities Act and Section 504 of the Rehabilitation Act, an initial health examination (that includes screening for tuberculosis) and a re-examination every four years will be required of this position.

**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 in cold, heat and humidity. The employee is expected to operate general maintenance and cleaning equipment. The employee is expected to establish and maintain harmonious and effective working relationships with subordinates, associates, and supervisors. The employee is expected to demonstrate knowledge and understanding of policies and procedures.

**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. Additional duties may be assigned by the supervisor.**

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**Reviewed by Board of Directors 12.03.2015**

*Reviewed by Board of Directors 01.19.2017*

*Revised 08.29.2017*

*Reviewed by Board of Directors 09.21.2017*

*Reviewed by Board of Directors 03.15.2018*

*Reviewed by Board of Directors 01.17.2019*

*Reviewed by Board of Directors 08.16.2019*

*Reviewed by Board of Directors 03.19.2020*

*Reviewed by Board of Directors 03.18.2021*