

**Director, M&O**  
**Bakersfield College**  
**Kern Community College District**  
**JOB DESCRIPTION**

## **Definition**

Under direction of the Vice President, Finance and Administrative Services, the Director, M&O plans and leads all functions concerning Maintenance and Operations such as: building maintenance and repair, custodial, grounds, and facilities.

## **Examples of Duties**

1. Plan, organize, and direct activities and operations involved in inspection, maintenance and repair of College buildings, grounds, outdoor, pool and athletic facilities.
2. Plan, organize, and direct activities and operations involved in cleaning and maintenance of College buildings and facilities, including classrooms, lounges, offices, restrooms, hallways, pool and athletic facilities; oversee the collection and disposal of waste materials.
3. Supervise and oversee the work of maintenance and operations staff.
4. Plan and coordinate repair and minor remodeling construction projects; inspects completed projects.
5. Prioritize, process, and assign work orders; assure completion.
6. Plan and direct grounds maintenance and landscaping activities for College grounds.
7. Research and recommend purchase of new equipment and materials.
8. Participate in planning, preparing, and administering department budget.
9. Leads installation, maintenance, and repair projects in electrical work, plumbing, carpentry, HVAC, and painting; oversee the troubleshooting, diagnosis, and repair of equipment; and assure preventive maintenance and proper replacement of equipment, parts and components.

### Example of Duties (continued)

10. Establish and maintain periodic inspection program of buildings and facilities to assure compliance with applicable fire, safety, security, and sanitary codes and regulations.
11. Design, layout, and maintain a building keying system of all campus buildings and maintain a current master keying record on all keys issued.
12. Select, supervise, train, and evaluate College trades, maintenance, grounds, and custodial staff.
13. Develop and coordinate in-service training programs for Maintenance and Operations personnel.
14. Serve on committees as needed.
15. Assist and support coordination of facilities planning and construction.
16. Perform other duties as required.

## **Minimum Qualifications**

- Bachelor's Degree, preferably with emphasis in civil or mechanical engineering or equivalent experience **AND** three years' experience in responsible leadership positions; **OR** Associate's degree **AND** five years' experience in responsible leadership positions.
- Increasingly responsible, successful experience involving building and grounds maintenance and repair.
- Demonstrated sensitivity to and understanding of the diverse academic, socioeconomic, cultural, ethnic and disability backgrounds of community college students and employees.

## **Knowledge and Abilities**

### Knowledge of:

- Mission of the California Community Colleges and community college programs.
- Project management.
- Principles of budget control and personnel management.
- Operations and activities involved in grounds inspection, cleaning, maintenance, and repair of college buildings, facilities, and utilities.
- Methods and techniques used in general cleaning and maintenance activities.

## Knowledge and Abilities (continued)

- Applicable building codes, ordinances regulations and health and safety requirements.
- Pool and athletic facility servicing.
- Work order software and Microsoft Excel.

### Ability to:

- Interpret laws, rules, and regulations pertaining to construction, remodeling, procurement, health, and safety.
- Formulate policy and procedures.
- Compile clear, accurate reports.
- Coordinate/facilitate meetings.
- Establish and control budgets.
- Establish and maintain effective working relationships.
- Develop a preliminary budget and maintain expenditures within budget.
- Effectively supervise staff.
- Plan, organize, and direct operations involved in inspection, cleaning, maintenance and repair of college building and facilities.

## **Working Conditions**

Environment: Office

Physical Demands: Incorporated within one (1) or more of the previously mentioned essential functions of this job description are essential physical requirements. The ratings in the chart below indicate the percentage of time spent on each of the essential physical requirements.

Seldom—Less than 25 percent = 1 Often—51-75 percent = 3

Occasional—25-50 percent = 2 Very Frequent—76 percent and above = 4

<b>Ratings</b>	<b>Essential Physical Requirements</b>
4	Ability to work at a desk, conference table or in meetings of various configurations.
2	Ability to stand for extended periods of time.
4	Ability to sit for extended periods of time.
4	Ability to see for purposes of reading printed matter.
4	Ability to hear and understand speech at normal levels.
4	Ability to communicate so others will be able to clearly understand a normal conversation.
3	Ability to lift 10 pounds.
3	Ability to carry 10 pounds.
4	Ability to operate office equipment.

## Status/Rationale

This is a classified administrator position.

## Signatures/Approval

\_\_\_\_\_  
(Employee's Signature)

\_\_\_\_\_  
(Date)

\_\_\_\_\_  
(Supervisor's Signature)

\_\_\_\_\_  
(Date)