



FOR YOUTH DEVELOPMENT®
FOR HEALTHY LIVING
FOR SOCIAL RESPONSIBILITY

THE FAMILY YMCA- JOB DESCRIPTION

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|--------------|------------------|----------------|---------------------|
| Job Title: | Custodian | Schedule: | Varied |
| Job Type: | PT or FT | Job Code: | 02910102/02910103 |
| FLSA Status: | Non Exempt | Revision Date: | Aug 2024 |
| Reports to: | Facility Manager | Pay Rate: | \$14-15.50/hour DOE |

POSITION SUMMARY:

The person selected for this position will be responsible for cleaning and sanitizing assigned areas, including such duties as mopping, dusting, and trash removal. May complete duties related to window washing, meeting set up, snow removal, grounds-keeping, and other related responsibilities. This person is responsible for continuous high-quality customer service, which includes, but is not limited to meeting internal and external customer needs, and for presenting a positive attitude toward the Y, its staff, and its programs.

OUR CULTURE:

Our mission and core values are brought to life by our culture. In the Y, we strive to live our cause of strengthening communities with purpose and intentionality every day. **We are welcoming:** we are open to all. We are a place where you can belong and become. **We are genuine:** we value you and embrace your individuality. **We are hopeful:** we believe in you and your potential to become a catalyst in the world. **We are nurturing:** we support you in your journey to develop your full potential. **We are determined:** above all else, we are on a relentless quest to make our community stronger beginning with you.

ESSENTIAL FUNCTIONS & JOB DUTIES:

- Ensures Y is attractive and clean by completing all duties listed on the daily schedule and maintains upkeep of assigned areas and equipment. May perform wet and dust mopping, dusting, trash removal, recycling, window washing, painting, vacuuming, seasonal activities dealing with landscape care and snow removal, and general cleaning.
- Operates related motorized and non-motorized equipment.
- Records and reports all needed repairs; repairs as directed.
- Ensures YMCA building and property is secure during shift and report incidents and hazardous conditions to supervisor.
- Replaces soap, paper towels, and other supplies.
- May set up furniture for events.
- Uphold safety and Child Protection standards per Y policies.
- Attend staff meetings and other meetings and trainings as required
- Maintain a professional appearance and manner reflective of Y standards.

PHYSICAL DEMANDS:

- Sufficient physical strength and agility to carry out essential.
- Ability to erect and stand on ladders and platforms such as to change lightbulbs and clean fans at heights of up to 10 feet.
- Ability to work with cleaning equipment, chemical compounds, solvents, cleaners, paint and solutions in dry, liquid, powder, spray, and aerosol forms.

THE FAMILY YMCA-JOB DESCRIPTION

CUSTODIAN

- Ability to clean equipment, and operate motorized equipment as needed.
- Ability to work in conditions that will create dirt and dust.
- Ability to perform essential maintenance to facility or equipment which may involve, but not limited to the following activities: semi – reaching to full-reach overhead; crouching; kneeling; shoveling; carrying, working in narrow and/or confining spaces: underground, overhead, and at ground level; twisting of the waist, shoulders, and legs; and lying on stomach and/or back.
- Lift 40 pounds using proper technique
- Must have adequate vision to effectively review documents in varied formats i.e....paper and digital
- Must have adequate hearing to respond to members and interact with the public.
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JOB QUALIFICATIONS:

EDUCATION:

HS Diploma or GED preferred

KNOWLEDGE/EXPERIENCE:

- Six months or more of related experience preferred.
- Ability to read and interpret instructions, procedures, manuals, and other documents.
- Ability to report and record maintenance requests.
- Knowledge of cleaning methods and equipment.
- Basic understanding of the upkeep and care of equipment.
- Understanding safe and efficient use of cleaning compounds and chemicals.
- Must pass CPR/AED/1st Aid certification by an approved provider within 3 months from original date of hire and maintain while employed.

Must have the ability to demonstrate and/or show competency in the following areas:

- Prioritizing tasks in order of importance.
- Providing positive customer service.
- Ability to work independently.
- Following specific instructions consistently and independently
- Work a flexible schedule to meet Y staffing/planning needs.
- Exercising mature judgment and sound decision making.
- Communicating effectively both orally and in writing.
- Learning, following and enforcing local Y and national guidelines related to internal policies.

PROFESSIONAL EXPECTATIONS:

The Custodian will present a competent and positive image of The Family YMCA through the professional and safe coordination of all custodial duties, quantified by completion of the key areas of responsibility and continuous improvement of the systems.

In addition the Custodian will exhibit and represent behaviors consistent with the expectations within the YMCA competency guidelines listed below:

- Accepts and demonstrates the Y's values.
- Demonstrates a desire to serve others and fulfill community needs.
- Works effectively with people of different backgrounds, abilities, opinions, and perceptions.
- Builds rapport and relates well to others.
- Makes sound judgments, and transfers learning from one situation to another.
- Embraces new approaches and discovers ideas to create a better member experience.
- Strives to meet or exceed goals and deliver a high-value experience for members.
- Pursues self-development that enhances job performance.
- Demonstrates an openness to change, and seeks opportunities in the change process.

COMPENSATION:

Personnel policy governs work conditions and benefits. The first 90 days of employment are considered a trial period at which time performance will be evaluated by the Facility Manager.

JOB DESCRIPTION REVIEWED AND UNDERSTOOD:

I have read my job description and understand my responsibilities. I also understand that the YMCA cannot guarantee my employment and that the YMCA can change wages, benefits and conditions of employment at any time.

Employee Signature: _____ Date: _____