UNIVERSITY OF SOUTHERN CALIFORNIA

Irrigation/Athletic Fields Supervisor

Job Code: 179499

Grade: J

OT Eligible: No

Comp Approval: 7/19/2013

JOB SUMMARY:

Supervises staff and plans, schedules, and coordinates irrigation/athletic fields activities and daily operations. Provides leadership and guidance to ensure that high standards of quality, service, and customer satisfaction are maintained. Trains irrigation/athletic fields staff on Pay for Skills. Develops and maintains department budget.

JOB ACCOUNTABILITIES:

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Supervises irrigation/athletic fields maintenance staff. Screens and interviews applicants and makes hiring decisions. Trains staff and counsels or disciplines as needed. Provides performance feedback and prepares documented appraisals. Determines and/or recommends unit salary administration including raises, promotions and/or reclassifications.

Assesses irrigation/athletic fields maintenance workload and plans or schedules staff accordingly. Develops, plans, and implements annual renovation and maintenance programs for athletic fields to optimize turf play quality. Determines staffing needs for peak volumes and/or special projects and arranges for temporary workers. Authorizes overtime as appropriate. Ensures staff are adequately trained and cross-trained to promote continuity of operations during vacations and extended absences.

Trains and supports staff and team leader(s). Integrates the Pay for Skills program, provides forms and supplies, schedules training, and gives/receives feedback for staff training and development. Verifies completion of Pay for Skills training requirements.

Monitors workflow for efficiency and timeliness. Sets priorities based on landscape conditions, weather, special events, etc. Makes adjustments as needed.

Reviews and revises strategic plan to upgrade irrigation systems to improve efficiency, as needed.

Reviews work for quality, completion, accuracy and adherence to internal operating policies and procedures. Addresses problems and errors and provides feedback.

Provides technical assistance to staff for training purposes and for problem-solving. Provides background and interpretation of departmental policies, procedures and guidelines.

Designs irrigation plans for projects. Reviews and revises irrigation designs by landscape architects to conform to university and/or department standards and specifications.

Determines costs of equipment, materials, and supplies and prices accordingly. Orders materials, supplies, and equipment. Liaises with vendors on issues related to products, services and delivery.
Maintains specialized equipment and provides training for staff and/or student workers on utilization of equipment. Makes minor repairs and/or coordinates with vendors for preventive maintenance, repairs and/or enhancements. Researches and prepares recommendations for acquisitions of specialized equipment.

Contributes to the development of policies, procedures, and internal systems which support the work of the unit. Defines needs and coordinates the development of manual and/or automated systems to facilitate workflow.

Ensures records are kept up-to-date and maintained in accordance with applicable regulations.

Maintains unit statistics on productivity and generates reports for review by manager. Prepares standing and/or ad hoc reports for management. Gathers data, determines report format and generates information.

Plans and administers income and expense budgets. Develops projections. Tracks actual income and expenses and adjusts operating plans to address variances.

Secures all athletic facilities and fields to ensure proper use. Contacts Department of Public Safety to report unauthorized usage and personnel.

Employs strategies to develop and implement security related procedures such as office opening and closing routines, recognition of duress signals and key controls. Coordinates security activities with university Public Safety Department. Promotes and maintains standards for security conscious awareness and behavior. Maintains knowledge of university's crime prevention and suppression programs and services. Ensures dissemination of security related information to staff.

Performs other related duties as assigned or requested. The university reserves the right to add or change duties at any time.

*Select E (ESSENTIAL), M (MARGINAL) or NA (NON-APPLICABLE) to denote importance of each job function to position.

**EMERGENCY RESPONSE/RECOVERY:**

Essential: □ No □ Yes

In the event of an emergency, the employee holding this position is required to “report to duty” in accordance with the university’s Emergency Operations Plan and/or the employee’s department’s emergency response and/or recovery plans. Familiarity with those plans and regular training to implement those plans is required. During or immediately following an emergency, the employee will be notified to assist in the emergency response efforts, and mobilize other staff members if needed.

**JOB QUALIFICATIONS:**

**Minimum Education:**

Specialized/technical training
High school or equivalent

**Minimum Experience:**

6 years

**Minimum Field of Expertise:**

Extensive knowledge of irrigation. Understanding of all aspects of irrigation duties with progressive leadership/management/supervision experience. Demonstrated ability to lead and motivate a diverse workforce.
Preferred Education:
  Associate's degree

Preferred Experience:
  7 years

Preferred Field of Expertise:
  Experience within a college/university environment. Knowledge of the UPC and/or HSC Campuses. Preferred Certified Sports Field Manager (CSFM).

Skills: Other:
  Analysis
  Assessment/evaluation
  Budget control
  Coaching
  Communication -- written and oral skills
  Conflict resolution
  Counseling
  Human resource process and employment knowledge
  Interpretation of policies/analyses/trends/etc.
  Interviewing
  Knowledge of applicable laws/policies/principles/etc.
  Organization
  Planning
  Problem identification and resolution
  Scheduling
  Staff development
  Statistical analysis
  Supervisory skills
  Teaching/training

Skills: Machine/Equipment:
  Calculator
  Computer network (department or school)
  Computer network (university)
  Computer peripheral equipment
  Fax
  Personal computer
  Photocopier

Skills: Trade/Auxiliary:
  Estimate materials costs
  Estimate materials required for specific job components
  Identify technical and equipment problems related to trade
  Initiate work orders
  Knowledge of city and state building codes
  Maintain records, logs, etc.
  Prepare reports and/or maintenance records
Purchase materials and services
Read, interpret, and comprehend design drawings, blueprints, plans, specifications, and/or sketches

Supervises: Level:
Supervises employees and/or student workers.
Trains employees on specific skills and tasks as required.

Supervises: Nature of Work:
Service/Maintenance
Skilled trade(s)

Comments:
On call for athletic field coaches and facility manager 24/7.

SIGNATURES:
Employee: ________________________________ Date: ________________________________
Supervisor: ________________________________ Date: ________________________________

The above statements are intended to describe the general nature and level of work being performed. They are not intended to be construed as an exhaustive list of all responsibilities, duties and skills required of personnel so classified.

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