UNIVERSITY OF SOUTHERN CALIFORNIA

Trades Supervisor

Job Code: 180319

| Grade: | J |
| OT Eligible: | No |
| Comp Approval: | 11/14/2006 |

**JOB SUMMARY:**

Supervises staff, daily operations and activities of a multiple trades unit. Plans, schedules, supervises and coordinates various skilled trade projects and activities. Trains skilled trades staff on Pay for Skills.Administers department budget. Provides leadership and guidance to ensure that high standards of quality, service, and customer satisfaction are maintained.

**JOB ACCOUNTABILITIES:**

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<th>Description</th>
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<td>Supervises multiple skilled trades 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.</td>
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<td>Oversees installation, maintenance and preventive maintenance trades activities and projects.</td>
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<td>Assesses skilled trades staff’s workload and plans or schedules staff accordingly. 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.</td>
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<td>Trains and supports staff. 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.</td>
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<td>Monitors workflow for efficiency and timeliness, sets priorities for projects and activities. Makes adjustments as needed to meet deadlines and commitments. Schedules staff and organizes work in a logical manner to meet work related deadlines and to ensure efficient operations.</td>
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<td>Reviews work for quality, completion, accuracy and adherence to internal operating policies and procedures. Addresses errors and problems and provides feedback.</td>
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<td>Provides technical assistance to staff for training purposes and for problem-solving. Provides background and implements, interprets departmental policies, procedures and guidelines.</td>
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<td>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.</td>
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<td>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.</td>
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Ensures records are kept up-to-date and maintained in accordance with applicable regulations. Requests and reviews city permits on projects, as necessary. Ensures compliance with building codes.

Administers and assists with planning income and expense budgets. Develops projections. Tracks actual income and/or expenses and adjusts operating plans to address variances.

Develops and/or produces various operating reports (e.g., project status, work backlogs, etc.) as required.

Develops and implements 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: 

- 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:**

- High School or equivalent
- Specialized/Technical Training

**Minimum Experience:**

- 6 Years

**Minimum Field of Expertise:**

Extensive knowledge of skilled trades. Understanding of all aspects of skilled trades duties with progressive leadership/management/supervision experience. Thorough knowledge of city and state building codes, University standards and other requirements for workplace safety and structural integrity. Ability to read and interpret blueprints, drawings, plans, specifications and/or sketches. Thorough comprehension of job components for all projects, including other trades. Demonstrated ability to lead and motivate a diverse workforce.

**Preferred Education:**

- Associate’s Degree

**Preferred Experience:**

- 7 Years

**Skills:** Other:
Analysis
Assessment/evaluation
Budget control
Communication -- written and oral skills
Conflict resolution
Counseling
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:
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
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 student workers
Trains employees on specific skills and tasks as required.

Supervises: Nature of Work:
Service/Maintenance

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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