

**SHOALWATER BAY INDIAN TRIBE  
JOB DESCRIPTION**

**Job Title:** Outer Building Maintenance/ Grounds Maintenance Laborer  
**Department:** Outer Building Maintenance  
**Reports To:** Outer Building Maintenance Supervisor  
**FLSA Status:** Non-exempt  
**Prepared By:** Human Resources  
**Prepared Date:** 7/08  
**Approved By:** Outer Building Maintenance Supervisor  
**Approved Date:** 8/08

**SUMMARY:** Keeps premises of Tribal office buildings maintained, including Wellness Center and Library/Education, Court, Social Services, Environmental and Police Department maintaining and repairing physical structures of the outside of buildings and maintaining grounds by performing the following duties:

**ESSENTIAL DUTIES AND RESPONSIBILITIES** include the following. Other duties may be assigned.

- Paint, perform structural repairs to masonry, concrete, woodwork and furnishings on outside of buildings.
- Grounds maintenance activities, such as mowing lawns, trimming hedges, removing weeds, raking and disposing of leaves and refuse.
- Wash windows outside of buildings.
- Empty outside trash cans and clean ash trays.
- Pick up litter or trash.
- Transport trash and waste to disposal area.
- Replace outside light bulbs as needed.
- Assist in maintaining maintenance equipment in clean, safe and operable condition.
- Assist in maintaining maintenance supply rooms in clean, organized and safe manner.
- Other duties as assigned by supervisor.

**SUPERVISORY REQUIREMENTS:** This position has no supervisory responsibilities.

**COMPETENCIES:**

**Problem Solving:** Identifies and resolves problems in a timely manner, develops alternative solutions; works well in a group problem solving situation; uses reason even when dealing with emotional topics.

**Technical Skills:** Assesses own strengths and weaknesses; pursues training and development opportunities; strives to continuously build knowledge and skills; shares expertise with others.

**Interpersonal Skills:** Focuses on solving conflict, not blaming; maintains confidentiality; listens to others without interrupting; keeps emotions under control; remains open to others ideas and tries new things.

**Oral Communication:** Speaks clearly and persuasively in positive or negative situations; listens and gets clarification; responds well to questions; participates in meetings.

**Written Communication:** Writes clearly and informatively; edits work for spelling and grammar; able to read and interpret written information.

**Teamwork:** Balances team and individual responsibilities; gives and welcomes feedback; contributes to building a positive team spirit; supports everyone's efforts to succeed.

**Quantity:** Meets productive standards; completes work in a timely manner; strives to increase productivity; works quickly.

**Ethics:** Treats people with respect; keeps commitments; inspires the trust of others; works with integrity and ethically; upholds organizational values.

**Judgment:** Displays willingness to make decisions; exhibits sound and accurate judgment; supports and explains reasoning for decisions; include appropriate people in decision-making process; makes timely decisions.

**Safety and Security:** Observes safety and security procedures; reports potentially unsafe conditions; uses equipment and materials properly.

**Dependability:** Follows instructions, responds to management direction; commits to long hours of work when necessary to reach goals; completes tasks on time or notifies appropriate person with an alternate plan.

**Attendance/Punctuality:** Is consistently at work and on time; ensures work responsibilities are covered when absent; arrives at meetings and appointments on time.

**QUALIFICATIONS:** To perform this job successfully, an individual must be able to perform each essential duty satisfactorily. The requirements listed 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/or EXPERIENCE:** High school diploma or general education degree (GED); and two to three years related experience and/or training; or equivalent combination of education and experience.

**LICENSES:** Valid, current, and unrestricted Washington State Driver's License.

**LANGUAGE SKILLS:** Ability to read and interpret documents, such as safety rules, operating and maintenance instructions, and procedure manuals. Ability to write routine reports and correspondence. Ability to speak effectively before groups of customers or employees of organization.

**MATHEMATICAL SKILLS:** Basic mathematical skills; addition, subtraction, multiplication, division, decimals and fractions.

**REASONING ABILITY:** Ability to apply common sense understanding to carry out detailed written or oral instructions. Ability to deal with problems involving several concrete variables in standardized situations.

**PHYSICAL DEMANDS:** The physical demands described here 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 functions.

While performing the duties of this job, the employee is regularly required to stand and also walk. The employee is frequently required to use hands to finger, handle, or feel; reach with hands and arms, climb or balance, stoop, kneel, crouch or crawl, talk or hear; and taste or smell. The employee may occasionally be required to sit. The employee must frequently lift and/or move up to 25 pounds and occasionally lift and/or move up to 50 pounds.

**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 with disabilities to perform the essential functions.

While performing the duties of this job, the employee is frequently exposed to outside weather conditions. The employee is occasionally exposed to moving mechanical parts. The noise level in this work environment is usually moderate.

**AT-WILL EMPLOYMENT:** This job description in no way states or implies that these are the only duties to be performed by the employee(s) incumbent in this position. Employee(s) will be required to follow any other job related instructions and to perform any other job related duties requested by any person authorized to give instructions or assignments.

The employment relationship with Shoalwater Bay Indian Tribe is voluntary; there is no specified length of employment. Accordingly, either the Shoalwater Bay Indian Tribe or the employee may terminate the employment relationship at will, with or without cause, at any time, so long as there is no violation of applicable federal or state law. This document does not create an employment contract, implied or otherwise.