

**A Campus of the California State University**

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## POSITION DESCRIPTION

*The position description is the foundation for recruitment, classification, formulation of work plans and the basis for performance management, training and evaluations. Supervisors are expected to review the position with the employee: (1) when the employee begins the assignment; (2) if/when the position description is revised; and (3) when the position is evaluated. Please note that whenever there is a major change in the assignment, the position description should be revised and submitted to Human Resources to determine if there is a classification impact*.

**SECTION I (General Information)**

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| --- | --- | --- |
| **ACTION REQUESTED:**  **New Position -- Proposed Classification:**  **Replacement Position for \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ *(****Former Incumbent Name***)**  **Updated Description**  **Reclassification -- Proposed Classification:**  *(Reclassification requested by:*  *Employee*  *Supervisor)* | | |
| **APPOINTMENT TYPE: Regular**  **Temporary**  **Collective Bargaining Unit:** | | |
| **Name:** | **Current Classification:** | **Working Title (if different)** |
| **Division:** | **Department:** | **Full-Time Equivalent (% of Time Worked)** |
| **Immediate Supervisor:** | **Title:** | **Work phone:** |

**Complete this job description as accurately as possible. An organization chart MUST accompany this position description form.**

**SECTION II (Signatures)**

*Signatures denote that this position description is an accurate statement of the duties and responsibilities assigned to this position*.

Employee’s Signature: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_Date:\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Printed Name and Title: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Supervisor’s Signature: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_Date:\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Printed Name and Title: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Vice President or President’s Signature: ­­­­­\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_Date: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Printed Name and Title: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Human Resources Analyst’s Signature: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_Date:\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

**SECTION III (Responsibilities and Requirements)**

**1. *POSITION SUMMARY:*** *Briefly state the purpose or objective of the position*.

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**2. *DUTIES/RESPONSIBILITIES:*** *Briefly describe the most important duties performed in the normal course of work. List, in order of importance, the specific duties performed on a regular basis. Estimate the percentage of time spent on each duty. Essential responsibilities are those tasks that are basic, necessary and an integral part of the job. Non-essential responsibilities are those considered peripheral, incidental or a minimal part of the job.*

|  |  |
| --- | --- |
| **Estimated Percentage of Time** | Description of Duties |
|  |  |
|  |  |
|  |  |
|  |  |

***3. MAJOR CHANGES FOR UPDATES AND/OR RECLASSIFICATIONS*:**

*List major changes in the position since it was last reviewed. Briefly describe what is different about the assignment in terms of responsibility, complexity, authority, work assignments (duties) and skill levels*

***4. SUPERVISION/DIRECTION RECEIVED:*** Indicate the type of supervision the incumbent will receive:

Direct Supervision – *Employee receives immediate, close and regular supervision*

General Supervision – *Employee receives some delegation of responsibility and independence*

General Direction – *Employee functions independently under broad guidelines*

5. *SPECIAL CONDITIONS OF EMPLOYMENT MAY INCLUDE:*

Overtime  Travel

Shift work  Travel outside of normal business hours

Other(Please describe) \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

The person holding this position is considered a ‘mandated reporter’ under the California Child Abuse and Neglect Reporting Act and is required to comply with the requirements set forth in CSU Executive Order 1083 revised July 21, 2017 as a condition of employment.

A background check (including a criminal records check) must be satisfactorily completed before any candidate can be offered a position with the CSU. Failure to satisfactorily complete the background check may affect the application status of applicants or continued employment of current CSU employees who apply for the position.

This position is a “designated position” in the California State University’s Conflict of Interest Code. The successful candidate accepting this position is required to file Conflict of Interest forms subject to the regulations of the Fair Political Practices Commission.

***6. PHYSICAL, MENTAL and ENVIRONMENTAL CONDITIONS:*** To comply with the Americans with Disabilities Act (ADA), which prohibits discrimination against qualified individuals based on disability, indicate the type of physical effort, which is essential to the position activities. Also, indicate the type of environmental factors (if any) which are essential to the position.

SEDENTARY WORK – involves mainly sitting; walking and standing is minimal; involves lifting lightweight objects limited to 15 pounds.

LIGHT WORK – involves mainly sitting with up to 25% of the activities involving regular standing or walking; involves lifting of medium weight objects limited to 25 pounds.

MEDIUM WORK – up to 40% of the activities involve sitting, standing, squatting, kneeling or walking; involves lifting heavy weight objects limited to 50 pounds; may involve pushing and pulling objects within the weight limits.

HEAVY WORK – 50% or more of the activities involve walking, standing, squatting, kneeling or climbing, involves lifting heavy weight objects that may exceed 50 pounds.

Environmental Factors – On the job, the employee:

Is exposed to excessive noise

Is around moving machinery

Is exposed to marked changes in temperature and/or humidity

Is exposed to dust, fumes, gases, radiation, microwave (circle)

Drives motorized equipment

*7. EQUIPMENT, MACHINERY, TOOLS OR MOTOR VEHICLES USED:*

**SECTION IV (Minimum Qualifications)**

1. *Required Skills, Knowledge and Abilities:* *List specific knowledge, skills, and abilities required to perform the job.*

**2. *Preferred Skills, Knowledge and Abilities:*** *List specific knowledge, skills, and abilities preferred to perform the job.*

***3.*** ***Certificates, licenses, education required or preferred:***

***4. Supervisory Responsibilities:*** *Indicate the type of supervisory responsibilities that are associated with this position. Include positions reporting directly to the incumbent, as well as positions reporting indirectly.*

No responsibility for supervising others

Oversees the work of student assistants

Serves as a lead for a work group

Oversees the work of others in a non-management/union position

Oversees the work of others in a management or confidential position

Oversees the work of others in both management and non-management positions