

Regional Site Specialist

REPORTS TO: Operations Manager

FLSA STATUS: Exempt

STATUS: Full-Time

SAFETY SENSITIVE: Yes

Job Summary:

Plan, develop and implement management content area. Monitor, analyze, and provide feedback concerning systems, information and budget items. Develop and implement appropriate training and technical assistance. Establish and maintain effective recordkeeping systems. Participate as team member and in community networking. Conduct self in a professional manner. Develop and manage content contracts, collaborations, and memorandums of understanding as needed. Perform Supervisory duties.

Essential Functions:

The Regional Site Specialist will ultimately be evaluated on a combination of skills, dispositions and behaviors, some of which are related to the specific service area of this position and others that represent general expectations of all our agency employees.

The Regional Site Specialist responsibilities chiefly fall within the following essential functions, although s/he may perform other tasks and/or duties as assigned. The Regional Site Specialist will demonstrate competency to perform essential functions that include:

- Assist Human Resources in the hiring process for staff, inform the HR department of staffing needs and changes.
- Perform supervisory duties and assure supervision of subordinates is regular, reflective and collaborative in nature.
- Monitor the performance, attendance, certifications, and required documents of center base staff.
- Meet with Home Base Supervisor regularly to ensure all supervisory, hiring and education goals are being met for HB staff.
- Communicate areas of performance improvement to staff and promote training that reflects the individual needs of staff members and/or the team as a whole.
- Conduct probationary and annual performance evaluations based on quantifiable and objective criteria, utilizing agency forms and checklists designed for evaluations.
- Establish recordkeeping and monitoring systems to assure program quality and compliance with Head Start Performance Standards.
- Ensure teaching staff progress towards educational requirements as mandated by the Head Start Performance Standards.
- Arrange and facilitate regular meetings with staff and provide for mandated trainings and updates to policies and procedures.
- Ensure facility maintenance is being completed at site and assist with scheduling.
- Ensure program compliance with codes of all state and local licensing agencies and grant requirements.
- Monitor site budgets.
- Coordinate with local agencies, community service organizations and educational providers and partners.
- Design and deliver training and formal presentations.
- Promote consistent exchange of information by communicating in a professional manner through verbal and written means while maintaining confidentiality at all times.

Minimum Requirements:

- AA degree in Management; Business; Personnel Management; Human Services; Education; Child Development or closely related field. BA Preferred. All education must be from an accredited institution.
- Five years qualifying experience managing /supervising personnel.
- Possess advanced computer skills.
- Arizona's driver's license, proof of insurance, fingerprint card, and Social Security card, and provide a vehicle for program business.
- Health Questionnaire is required at hire and will be updated every 3 years.
- Employee must be able to speak, read, write, and understand English.

Knowledge, Skills, and Abilities:

- Knowledge of Head Start Program Performance Standards, data processing methods, information storage, and information retrieval techniques required.
- Possess excellent oral and written communication.
- Ability to work with diverse populations, maintain effective working relationships with staff/public, purchasing, budget management, and strong team leadership skills.
- Demonstrate the understanding of CPS reporting system, signs and symptoms of child abuse and neglect.

Physical Requirements:

Able to perform the following physical requirements of the position with or without reasonable accommodation: critical sensory requirements include general vision; specific vision abilities required by this job include close vision, distance vision, color vision, peripheral vision, depth perception, and ability to adjust focus. Hear or listen in the normal range (corrected) and speak and give directions clearly. Able to walk, sit, stand, kneel, crouch, crawl, reach, lift, carry, push, pull or otherwise move objects up to 10 lbs., and occasionally lift and/or move up to 25 pounds.

Working Conditions:

Work is performed in a classroom/office setting where minimal exposure to injury exists. Hours of work will generally be during regular business hours and average at least 40 hrs. per week. There will be work variations in work hours due to employee special projects, deadlines, and other concerns. PGCCS employees have the possibility of exposure to blood or other potentially infectious materials through collateral duty to their routine work assignments, such as rendering first aid if need arises, and seldom exposure to vibration, toxic conditions, odors, dust, mold and poor ventilation.

Acknowledgment:

This job description describes the general nature and level of work performed. The employee may be required to perform other job-related duties. All requirements are subject to change over time. I am fully qualified for this position, and can perform the duties as described. I understand that PGCCS is an Affirmative Action/EEO/At-Will Employer and that PGCCS reserves the right to revise this job description as necessary.

I acknowledge that this job description is neither an employment contract nor a legal document. I have received, read, and understand the expectations for the successful performance of this job and my questions have been answered thoroughly.

Employee Signature

Date