



FOR YOUTH DEVELOPMENT®  
FOR HEALTHY LIVING  
FOR SOCIAL RESPONSIBILITY

Job Title: **Custodian**

FLSA Status: Full Time or Part-Time Non Exempt

Department: Building

Reports to: Property Director

Revision Date: 09/2018

### POSITION SUMMARY:

Cleans and sanitizes assigned areas, including such duties as mopping, dusting, and trash removal. May complete duties related to window washing, meeting set up, pool cleaning, snow removal, grounds keeping, and other related responsibilities

### ESSENTIAL FUNCTIONS:

1. Be comfortable working to implement the Mission Statement of the YMCA.  
*The Fond du Lac Family YMCA is a non-profit charitable association dedicated to putting Christian principles into practice through programs that build healthy spirit, mind and body for all.*
2. Act as a positive role model using the YMCA's core values of honesty, caring, respect and responsibility
3. Completes all duties listed on the daily schedule and maintains upkeep of assigned area and equipment. Duties include, but are not limited to, wet and dust mopping, dusting, trash removal, recycling, window washing, pool cleaning, painting, vacuuming, seasonal activities dealing with lawn care and snow removal, and general cleaning.
4. Operates related motorized and non-motorized equipment.
5. Records and reports all needed repairs.
6. Ensures YMCA building and property is secure during shift and report incidents and hazardous conditions to supervisor.
7. Replaces soap, paper towels, and other supplies.
8. May set up furniture for events.
9. Perform other duties as assigned by the Property Director and/or Lead Custodian.

### YMCA COMPETENCIES:

**Mission Advancement:** Accepts and demonstrates the Y's values. Demonstrates a desire to serve others and fulfill community needs. Recruits volunteers and builds effective, supportive working relationships with them. Supports fund-raising.

**Collaboration:** Works effectively with people of different backgrounds, abilities, opinions, and perceptions. Builds rapport and relates well to others. Seeks first to understand the other person's point of view, and remains calm in challenging situations. Listens for understanding and meaning; speaks and writes effectively. Takes initiative to assist in developing others.

**Operational Effectiveness:** Makes sound judgments, and transfers learning from one situation to another. Embraces new approaches and discovers ideas to create a better member experience. Establishes goals, clarifies tasks, plans work and actively participates in meetings. Follows budgeting policies and procedures, and reports all financial irregularities immediately. Strives to meet or exceed goals and deliver a high-value experience for members.

**Personal Growth:** Pursues self-development that enhances job performance. Demonstrates an openness to change, and seeks opportunities in the change process. Accurately assesses personal feelings, strengths and limitations and how they impact relationships. Has the functional and technical knowledge and skills required to perform well; uses best practices and demonstrates up-to-date knowledge and skills in technology.

### QUALIFICATIONS:

#### **Fond du Lac Family YMCA**

90 W. 2<sup>nd</sup> Street  
Fond du Lac, WI 54935

1. Ability to read and interpret instructions, procedures, manuals, and other documents.
2. Ability to report and record maintenance requests.
3. Knowledge of cleaning methods and equipment.
4. Basic understanding of the upkeep and care of equipment.
5. Understanding of cleaning compounds and chemicals, and their safe, efficient use.
6. Blood Borne Pathogens Training within 30 days of employment
7. Must be able to easily move through all program areas and effectively communicate and actively interact with customers.
8. Must be able to lift and carry (5 – 50 pounds)
9. Must be able to perform physical functions necessary to perform essential maintenance equipment and activities, including but not limited to squatting, bending, kneeling

#### **WORK ENVIRONMENT & 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.
- Sufficient physical strength and agility to carry out essential duties.
- Ability to erect and stand on ladders and platforms at heights up to 30 feet.
- Ability to work with paint, cleaning equipment, chemical compounds, solvents, cleaners, and solutions in dry, liquid, powder, spray, and aerosol forms.
- Ability to paint, clean equipment, and operate motorized equipment as needed.
- Ability to work in conditions that will create dirt and dust.
- Ability to perform essential maintenance to facility or equipment which may involve, but not limited to the following activities: semi – reaching to full-reach overhead; crouching; kneeling; shoveling; carrying, working in narrow and/or confining spaces: underground, overhead, and at ground level; twisting of the waist, shoulders, and legs; and lying on stomach and/or back.

#### **SEND APPLICATIONS TO:**

Fond du Lac Family YMCA  
Attn: Human Resources  
employment@fdlymca.org  
90 W. 2nd Street  
Fond du Lac, WI 54935