



POSITION: PAINT SUPERINTENDENT (PS101322)

LOCATION: San Francisco, CA - Golden Gate Bridge

SALARY RANGE: \$127,441.60 - \$153,940.80, annually, plus excellent benefits
(40-hour workweek)
(Employee pays up to 7% of salary/wage toward CalPERS retirement plan)

DATE POSTED: October 18, 2018

CLOSING DATE: Open Until Filled. (First Review of Applications November 5, 2018.)

OPENINGS: 1 and to Create an Eligibility List

OPEN TO: All Qualified District Employees and Union Referrals

POSITION DESCRIPTION:

Under the general direction of the Deputy General Manager, Bridge Division, the Paint Superintendent is key member of the Golden Gate Bridge management team and plans, organizes, and directs all activities of a represented 40-member team of Bridge Painters, House and Sign Painters and Paint Laborers. The Paint Superintendent plays a key role in the District's emergency management and disaster recovery plans and liaisons with the District's Engineering Department and others in planning and executing ongoing Bridge and facilities maintenance projects. The Paint Superintendent develops and administers departmental budgets, policies, labor relations, and other administrative duties as required.

MINIMUM REQUIREMENTS:

EDUCATION and/or EXPERIENCE EQUIVALENT TO:

- Bachelor's degree in related field or completion of a four-year apprenticeship program in a related field. Additional or alternate qualifying experience may be substituted and will be evaluated on a case-by-case basis.
- Ten (10) years of position related experience including structural steel painting including at least four (4) years of supervisory experience is required.

REQUIRED LICENSE(S):

- Must possess and maintain a current, valid California driver's license and satisfactory driving record
- No more than two moving violations and/or "at fault" accidents within the last 3 years
- No DUI's or Reckless Driving codes within the last 7 years on the current DMV printout
- Original DMV H6 required

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ESSENTIAL RESPONSIBILITIES:

- Schedules, assigns and supervises, through subordinate supervisory personnel, all activities of the Bridge Paint Department
- Serves as a primary or alternate member of the Bridge Emergency Operations Center and coordinates emergency and disaster response and recovery plans
- Reviews work requests, determines cost and staffing requirements, sets priorities, and assigns work to be performed
- Ensures the occupational health and safety of assigned employees in accordance with state and federal regulations, departmental and District policies, as well as industry standards and practices
- Inspects work in progress to assure compliance with applicable codes and standards, project specifications and quality assurance procedures. Inspects completed work to ensure that applicable quality control standards have been met.
- Coordinates department activities with other departments and divisions as required
- Monitors performance of assigned personnel and conducts performance management as required
- Oversees departmental training program development and administration, and ensures compliance with regulatory training requirements
- Negotiates and administers union collective bargaining agreements, issues discipline, and conducts grievance proceedings
- Develops and administers departmental rules, regulations and policies
- Oversees and participates in employee recruitment, retention and career development programs
- Assists in the analysis and preparation of annual operating and capital budgets for assigned departments
- Monitors budget expenditures and implements cost control strategies to ensure consistent budget performance
- Maintains records and develops detailed technical reports for various internal customers and external regulatory agencies
- Coordinates Bridge Division hazardous waste collection, storage, and disposal in collaboration with the Risk Management and Safety Department
- Monitors industrial coating industry standards and technological developments to ensure consistent adoption of industry best practices for ongoing Bridge maintenance activities
- Performs analysis and documentation related to maintenance painting operations on the Bridge including the performance analysis of various coatings and surface preparation methods
- Confers with paint suppliers, manufacturers, testing labs, and other industry experts to determine most effective materials and methods for paint work on Bridge and associated infrastructure

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ESSENTIAL RESPONSIBILITIES (continued):

- Represents the District during frequent media contact and inquiries
- Regular and reliable attendance and performance is required

REQUIRED KNOWLEDGE, SKILLS, and ABILITIES:

- Thorough knowledge regarding theories, principles, and practices of structural steel and facilities painting, scaffolding, and containment systems
- Knowledge of the principles of labor relations and general administration
- Knowledge of state and federal regulations and industry standards that pertain to the application of industrial protective coatings in the areas of recordkeeping, occupational health and safety, and environmental protection
- Ability to manage performance of staff and maintain motivation and satisfactory employee relations in a unionized labor environment through leadership and principled negotiation
- Ability to create, sustain, and lead an organizational culture of safety
- Ability to effectively craft and articulate a strategic long term vision for the Bridge Paint Department
- Ability to research, interpret, and apply complex laws, regulations, and contract language
- Ability to analyze and interpret complex technical documents, blueprints, diagrams and instructions
- Ability to develop and employ effective problem solving techniques
- Ability apply modern management techniques to achieve efficient and effective utilization of resources
- Ability to exercise initiative and use sound independent judgment under minimal supervision
- Ability to communicate clearly and effectively both orally and in writing
- Ability to collaborate effectively with various and diverse functional departments within the District and with a variety of outside stakeholders
- Skilled in the preparation and presentation of detailed reports regarding project status, materials requirements, cost estimates, and ongoing maintenance activities
- Skilled in the use of common business office technologies such as email, spreadsheet analysis, word processing and document management

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PHYSICAL REQUIREMENTS:

- Walk/climb structural steel
- Climb ladders
- Ability to wear respiratory protection
- Ability to work at considerable heights
- As required, work outside in all weather conditions

HOURS OF OPERATION:

- Normal daytime schedule
- Occasional work during nights, weekends and/or holidays
- Subject to 24-hour call-back during emergency situations

LICENSE(S):

- Must possess and maintain a current, valid California driver's license and satisfactory driving record
- Operates District vehicles on a frequent basis
- Structural steel coating inspection training and/or certification desirable
- Industrial lead paint abatement training and/or certification desirable

APPLICATION PROCEDURE:

FAILURE TO MEET ANY OF THE REQUIREMENTS STATED BELOW MAY RESULT IN REJECTION OF YOUR APPLICATION

TO APPLY: www.goldengate.org/jobs

Applicants must apply online by the deadline date. Applications received after the deadline will not be considered.

The District's Human Resources Kiosk is available for filling out and submitting your online application and employment documents. The HR kiosk is located at the San Rafael Office. For directions and general information, visit our website www.goldengate.org.

All notices related to District recruitments for which you apply will be sent via email. Please ensure the email address you provide on your application is correct, and add '@goldengate.org' as an accepted address to any email blocking or spam filtering program you may use to ensure receipt of notification from the District regarding your recruitment application. The District is not responsible for notices that are not read, received, or accessed by any applicant for any District recruitment.

THE FOLLOWING DOCUMENT(S) MUST BE SUBMITTED AT TIME OF APPLICATION:

1. **GGBHTD Online Employment Application**
2. **Resume** (Scan and attach as PDF to your online application)
3. **Evidence of bachelor's degree or a written statement detailing experience in lieu of degree** (Scan and attach as PDF to your online application)
4. **DMV H6 Printout which can be requested from any DMV office only** (Attach as PDF to your online application). **This report provides your 10-year driving record.**
 - For External Applicants: DMV H6 Print-out dated within 30 days from the date of job posting (**Include ***END*** page and attach as PDF to your online application**)
 - For Internal Applicants: For Regular, Full-time employees who are part of the Pull Notice Program, the Human Resources Department will request for your DMV report. For Casual/Temporary/Provisional employee, please request your DMV H6 Print-out from any DMV Office.

THE SELECTION PROCESS FOR THIS POSITION may include: ()**

- Oral Panel Interview
- Department interview for final candidates
- Pre-employment medical examination (post offer)
- Physical abilities assessment (post offer)
- Drug screen (post offer)*
- Background, Employment and Security Investigations

(*) The District will invite only those candidates whose qualifications **most closely match** the position requirements to continue in the selection process.

(**) The District is a drug free workplace. Applicants under consideration will be required to undergo **and pass** drug testing **prior** to District employment.

AN EQUAL OPPORTUNITY EMPLOYER

It is the policy of the Golden Gate Bridge Highway and Transportation District to take all personnel actions on the basis of merit and other job-related factors, without regard to race, color, national origin, religion, sex (including pregnancy, childbirth, and related medical conditions), disability: physical or mental, age (40 and older), genetic information, marital status, sexual orientation and identity, medical condition, political affiliation or military status.

Applicants with Disabilities: The Human Resources Department will make reasonable efforts to accommodate applicants with disabilities to complete the Employment Application and in any job-related examination process. If you have special needs, please call (415) 257-4521 (Human Resources). The District's telecommunications device (TDD) for Persons with Hearing Disabilities is (415) 257-4554.

Revised 03/17/2014 SS

Revised 10/18/18 LG

**Human Resources Department
GGBHTD
1011 Andersen Drive
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