

PHYSICAL & MENTAL REQUIREMENTS/WORKING CONDITIONS										
City of Virginia Beach, VA										
Job Title:	Director of Public Libraries					Position Number(PCN):	B.000939			
Div./Office:	LIB 010 Directors Office	Approver's Name								
Date of Last Update:	August 12, 2024	Approver's Title								
Fields to the right (Y/N): The position's status AND if the background check must be passed by the incumbent		Safety Sensitive:	No	Child Protective Services (CPS) Background:	No	VCIN Background:	No			
		CJS Certification:	No	PREA Certification:	No	Subject to Barrier Crime Provisions:	No			
REQUIREMENTS										
FREQUENCY: Seldom = Infrequent, < 5%; Occasional = 5% to 25% of time on job; Frequent = 25% to 75% of time on job; Constant = Over 75% of time on job.										
Typical DURATION: Short = < 1 hr per occurrence; Moderate = 1-2 hrs per occurrence; Substantial = 2-6 hrs per occurrence; Long = > 6 hrs per occurrence.										
Physical Demands					Working Conditions					
Element	Condition/Level/Value	Frequency	Duration		Element	Condition/Level/Value	Frequency	Duration		
Standing		Occasional	Short		Working Outside: in all weather conditions		N/A	N/A		
Walking		Occasional	Short		Working Alone: out of communication w/others		N/A	N/A		
Sitting		Frequent	Substantial		Extreme Temperatures	N/A	N/A	N/A		
Reaching	N/A	N/A	N/A		Extreme Wetness		N/A	N/A		
Lifting	Up to 10 lbs.	Occasional	Short		Extreme Dryness		N/A	N/A		
Carrying	Weight: Up to 10 lbs.	Occasional	Short		Exposure to Traffic	N/A	N/A	N/A		
	Distance: Up to 10 ft.	Occasional	Short							
Pushing	Estimated weight-resistance equivalency				Congested Area/Workspace			N/A	N/A	
	Up to 10 lbs.	Occasional	Short		Confined Space- Permit REQUIRED			N/A	N/A	
Pulling	Estimated weight-resistance equivalency				Working Below Ground			N/A	N/A	
	Up to 10 lbs.	Occasional	Short		Working at Heights (ft.)	N/A	N/A	N/A		
Working Overhead	N/A	N/A	N/A		Noise Level: > 85 decibels TWA for 8 hrs.		N/A	N/A	N/A	
	Weight: N/A	N/A	N/A							
Climbing Stairs		Occasional	Short		Vibrations	N/A	N/A	N/A		
Climbing Ladders		N/A	N/A							
Balancing		N/A	N/A			Body area(s): Ex- Trunk, shoulders, arms, and hands.				
Stooping		N/A	N/A		Dust / Dirt / Particulate		N/A	N/A		
Kneeling/Squatting		N/A	N/A		Radiation		N/A	N/A		
Bending		N/A	N/A		Silica/Fiberglass		N/A	N/A		
Crawling		N/A	N/A		Asbestos		N/A	N/A		
Explosive Strength: Short bursts of muscle force to propel oneself.		N/A	N/A		Aerosols & Gases	N/A	N/A	N/A		
		N/A	N/A							
Trunk Strength: Use of abdominal and lower back muscles.					Hazardous Materials /Chemicals		N/A	undefined	undefined	
Dynamic Strength: Use of muscle force repeatedly or continuously & resistant to fatigue.		N/A	N/A		Petroleum Products	N/A	N/A	N/A		
Repetitive Limb Movement	Fingers/Wrist	Frequent	Substantial		Electrical Hazard		N/A	N/A		
					Fire Hazard		N/A	N/A		
Dexterity	Use of computer keyboard	Frequent	Substantial		Infectious Diseases Exposure Type(s):	N/A	N/A	N/A		
	Handwriting	Frequent	Moderate			Ex- Repair sewer pipes; empty residence trash cans.				
Repetitive Twisting	Wrist/Elbow	Frequent	Short		Symbols:	< equal to or less than	< less than			
	Shoulder	Frequent	Short			> equal to or greater than	> greater than			
Awkward Positions & Motions	N/A	N/A	N/A							

Sensory Demands				Working Conditions (cont.)			
Element	Condition/Level/Value	Frequency	Duration	Element	Condition/Level/Value	Frequency	Duration
Vision	20/40 w/correction	Frequent	Moderate	Hazardous Surfaces	N/A	N/A	N/A
Hearing	Conversational level	Frequent	Moderate	Other Hazards	N/A	N/A	N/A
Smell	N/A	N/A	N/A				
Touch	N/A	N/A	N/A	Hours Worked	More than 40 hours/week	Frequent	
					More than 8 hours/day	Frequent	
					More than 5 consecutive days	Frequent	
Voice	Speaks to groups	Frequent	Moderate	Telework Eligible	Yes		
Personal Protective Equipment (PPE)				Equipment Operation & Use			
Category	Type	Frequency	Duration	Category	Type	Frequency	Duration
Eye and Face Protection	N/A	N/A	N/A	Motor Vehicles	Sedan/Pickup/Van	Occasional	Moderate
				Heavy Equipment	N/A	N/A	N/A
Respiration Protection	N/A	N/A	N/A				
Hearing Protection	N/A	N/A	N/A	Other Equipment or Machinery	N/A	N/A	N/A
Head Protection	N/A	N/A	N/A				
				Hand-Held Power Tools	N/A	N/A	N/A
Hand Protection	N/A	N/A	N/A				
Foot Protection	N/A	N/A	N/A	Hand Tools and Instruments	N/A	N/A	N/A
Body, Arm, and Leg Protection	N/A	N/A	N/A	Office Machines & Equipment	Computer	Frequent	Substantial
Operator License				Commercial Driver's License			
NOTE: If CDL is required, show CDL Class in element to right.	Type			VA DMV requires: 20/40 in each eye w/o telescopic lens & ≥140° horizontal vision.	N/A		
	Standard Driver's License						
Other physical or sensory demands, working conditions, equipment, hazards, PPE, etc., not indicated above:							

Mental Requirements

Evaluate based on the level of complexity [least to most] inherent in the job using the examples provided; then select the number from the drop-down list that matches the column which best represents the mental demand required in each element.

1 Comprehend Verbal Communication - Understand information and directions which are provided verbally
Job requires the ability to understand and follow: Complex information where interpretation of vision and strategy is required to develop policy and/or course of action.
2 Communicate Orally - Verbally express thoughts and directions
Job requires: Communicating complex or sensitive information where persuasion, tact, and negotiation are required.
3 Comprehend and Follow Written Material or Instructions - Understand written material, interpret appropriately, and adhere to the procedures stated.
Job requires ability to comprehend: Complex written material where significant interpretation and evaluation are required to successfully apply content without guidance.
4 Written Communication Skills - Express thoughts and directions in writing
Job requires: Providing complex written information where negotiation and persuasion are required.
5 Maintain an Appropriate Work Pace - The flow or rate of incoming work assignments and the expectations for completion of tasks
Job requires ability to adhere to work schedule: In a fast paced environment where much of the work is new and nonrecurring.
6 Perform Complex or Varied Tasks - The variety of tasks and assignments and the level of complexity of those tasks/assignments
Job requires ability to perform: A variety of tasks at the specialist or leader level.
7 Interact and Relate to Peers, Co-Workers, or the Public - The nature and level of interaction with others required of the job
Job requires interaction: With diverse citizen groups, government officials, and/or business leaders exchanging sensitive information or completing complex projects.
8 Decision Making & Reasoning Ability - The extent to which the job requires logic to analyze information, draw conclusions/ generalizations, and make decisions based on facts
Job requires: Substantial independent decision making and reasoning in applying abstract principles to solve complex conceptual issues and render decisions having impact of the highest magnitude on City operations and/or budget. Job is limited only by budget and policy stipulations.
9 Memory and Recall - The body of stored knowledge required and the retrieval of that information to accomplish duties
Job requires the ability to: Memorize complex procedures, policies, and laws, and recall and apply to difficult issues or develop innovative strategies or work products.
10 Flexibility and Adaptability - The extent to which one must adjust to changing circumstances and expectations, take on new challenges on short notice, and/or deal successfully with changing priorities and workloads
Job requires flexibility and willingness: To change complex procedures to accommodate requirements of higher authorities.
11 Attention Span - Sustained attention or the time spent continuously on task without becoming distracted to successfully perform duties
Job tasks are: Varied, lengthy, and require considerable focus. Lapses may result in injury or legal or financial liability.
12 Attention to Detail - Thoroughness and accuracy are required to accomplish tasks
Job tasks: Involve numerous and various details, some of which have subtle differences, that require continuous and close attention to detail to facilitate accuracy of outcome. Inattention to detail could result in legal or financial liability.
13 Reaction Time - Describes work that requires an immediate response or decision
Job requires the ability to: Provide an immediate response/decision to situations outside of normal daily operations, procedures or processes. Untimely response/decision could lead to serious injury, or legal or financial liability.
14 Direct, Control, and Plan the Work of Others - Determine the time, place and sequence of work procedures, operations, and actions. Establish goals and objectives, motivate, and promote cooperation and teamwork in the work group
Job requires: Planning, supervision, and management of a large group of supervisors, managers, and workers (less than 100).
15 Influence Others - Obtain cooperation from others to accomplish tasks and objectives
Job requires: Working with diverse groups; must obtain consensus on complex issues or policies from a variety of groups or individuals to complete work satisfactorily.
16 Stress Tolerance - Ability to perform duties without anxiety when faced with difficulties. Having positive stress tolerance is being able to stay calm in situations of heavy workload, tight deadlines, and/or difficult customers
Job requires the ability to: Tolerate highest levels of stress resulting from complex situations; requires maintaining personal composure and initiating remedial action to alleviate stress for others.