

PHYSICAL & MENTAL REQUIREMENTS/WORKING CONDITIONS									
City of Virginia Beach, VA									
Job Title:	Director of Performance and Accountability				Position Number(PCN):	B.003951.6			
Div./Office:	STR 020 Office of Performance & Accountability	Approver's Name							
Date of Last Update:	July 01, 2024	Approver's Title							
<b>Fields to the right (Y/N): The position's status AND if the background check must be passed by the incumbent</b>		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
<b>Standing</b>				Occasional	Short	<b>Working Outside:</b> in all weather conditions		N/A	N/A
<b>Walking</b>				Occasional	Short	<b>Working Alone:</b> out of communication w/others		N/A	N/A
<b>Sitting</b>				Frequent	Substantial	<b>Extreme Temperatures</b>	N/A	N/A	N/A
<b>Reaching</b>	N/A		N/A	N/A	<b>Extreme Wetness</b>		N/A	N/A	N/A
<b>Lifting</b>	Up to 10 lbs.		Occasional	Short	<b>Extreme Dryness</b>		N/A	N/A	N/A
<b>Carrying</b>	<b>Weight:</b>	Up to 10 lbs.	Occasional	Short	<b>Exposure to Traffic</b>	N/A		N/A	N/A
	<b>Distance:</b>	Up to 10 ft.	Occasional	Short					
<b>Pushing</b>	<b>Estimated weight-resistance equivalency</b>					<b>Congested Area/Workspace</b>		N/A	N/A
	Up to 10 lbs.		Occasional	Short	<b>Confined Space-</b> Permit REQUIRED		N/A	N/A	N/A
<b>Pulling</b>	<b>Estimated weight-resistance equivalency</b>					<b>Working Below Ground</b>		N/A	N/A
	Up to 10 lbs.		Occasional	Short	<b>Working at Heights (ft.)</b>	N/A		N/A	N/A
<b>Working Overhead</b>	N/A		N/A	N/A	<b>Noise Level:</b> > 85 decibels TWA for 8 hrs.		N/A	N/A	N/A
	<b>Weight:</b>	N/A	N/A	N/A					
<b>Climbing Stairs</b>			N/A	N/A	<b>Vibrations</b>	N/A		N/A	N/A
<b>Climbing Ladders</b>			N/A	N/A					
<b>Balancing</b>			N/A	N/A		Body area(s):		Ex- Trunk, shoulders, arms, and hands.	
<b>Stooping</b>			N/A	N/A	<b>Dust / Dirt / Particulate</b>		N/A	N/A	N/A
<b>Kneeling/Squatting</b>			N/A	N/A	<b>Radiation</b>		N/A	N/A	N/A
<b>Bending</b>			N/A	N/A	<b>Silica/Fiberglass</b>		N/A	N/A	N/A
<b>Crawling</b>			N/A	N/A	<b>Asbestos</b>		N/A	N/A	N/A
<b>Explosive Strength:</b> Short bursts of muscle force to propel oneself.			N/A	N/A	<b>Aerosols &amp; Gases</b>	N/A		N/A	N/A
<b>Trunk Strength:</b> Use of abdominal and lower back muscles.			N/A	N/A					
<b>Dynamic Strength:</b> Use of muscle force repeatedly or continuously & resistant to fatigue.			N/A	N/A	<b>Hazardous Materials /Chemicals</b>		N/A undefined undefined		
<b>Repetitive Limb Movement</b>	Fingers/Wrist		Frequent	Moderate	<b>Petroleum Products</b>	N/A		N/A	N/A
<b>Dexterity</b>	Use of computer keyboard		Frequent	Moderate	<b>Electrical Hazard</b>		N/A		N/A
	Handwriting		Frequent	Moderate	<b>Fire Hazard</b>		N/A		N/A
<b>Repetitive Twisting</b>	N/A		N/A	N/A	<b>Infectious Diseases Exposure Type(s):</b>	Ex- Repair sewer pipes; empty residence trash cans.			
<b>Awkward Positions &amp; Motions</b>	N/A		N/A	N/A	<b>Symbols:</b>	< equal to or less than		< less than	
						> equal to or greater than		> greater than	

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	Short	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	Moderate
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.**

<b>1 Comprehend Verbal Communication - Understand information and directions which are provided verbally</b>
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.
<b>2 Communicate Orally - Verbally express thoughts and directions</b>
Job requires: Communicating complex information to higher officials and authorities.
<b>3 Comprehend and Follow Written Material or Instructions - Understand written material, interpret appropriately, and adhere to the procedures stated.</b>
Job requires ability to comprehend: Complex written material where significant interpretation and evaluation are required to successfully apply content without guidance.
<b>4 Written Communication Skills - Express thoughts and directions in writing</b>
Job requires: Preparation of reports and documents involving complex information.
<b>5 Maintain an Appropriate Work Pace - The flow or rate of incoming work assignments and the expectations for completion of tasks</b>
Job requires ability to adhere to work schedule: In moderately paced environment with some unexpected assignments.
<b>6 Perform Complex or Varied Tasks - The variety of tasks and assignments and the level of complexity of those tasks/assignments</b>
Job requires ability to perform: A variety of tasks at the fully functional independent level.
<b>7 Interact and Relate to Peers, Co-Workers, or the Public - The nature and level of interaction with others required of the job</b>
Job requires interaction: With diverse citizen groups, government officials, and/or business leaders exchanging sensitive information or completing complex projects.
<b>8 Decision Making &amp; Reasoning Ability - The extent to which the job requires logic to analyze information, draw conclusions/ generalizations, and make decisions based on facts</b>
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.
<b>9 Memory and Recall - The body of stored knowledge required and the retrieval of that information to accomplish duties</b>
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.
<b>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</b>
Job requires flexibility and willingness: To change complex procedures to accommodate requirements of higher authorities.
<b>11 Attention Span - Sustained attention or the time spent continuously on task without becoming distracted to successfully perform duties</b>
Job tasks are: Varied, lengthy, and require considerable focus. Lapses may result in injury or legal or financial liability.
<b>12 Attention to Detail - Thoroughness and accuracy are required to accomplish tasks</b>
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.
<b>13 Reaction Time - Describes work that requires an immediate response or decision</b>
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.
<b>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</b>
Job requires: Planning, supervision, and management of a large group of supervisors, managers, and workers (less than 100).
<b>15 Influence Others - Obtain cooperation from others to accomplish tasks and objectives</b>
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.
<b>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</b>
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.