

PHYSICAL & MENTAL REQUIREMENTS/WORKING CONDITIONS									
City of Virginia Beach, VA									
Job Title:	Exhibits Technician III				Position Number(PCN):	B.006584.1			
Div./Office:	MUS 030 Aquarium Animal Husbandry	Approver's Name							
Date of Last Update:	March 15, 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:	Yes	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				Frequent	Substantial	Working Outside: in all weather conditions		Occasional	Short
Walking				Frequent	Substantial	Working Alone: out of communication w/others		N/A	N/A
Sitting				Occasional	Moderate	Extreme Temperatures	At/above 90 degrees	Occasional	Short
Reaching	Shoulder level or higher	Frequent	Short	Extreme Wetness	Below 30 degrees	Occasional	Short		
Lifting	Up to 25 lbs.	Frequent	Short	Extreme Dryness		Occasional	Moderate		
	Over 50 lbs.	Occasional	Short	Exposure to Traffic		N/A	N/A		
Carrying	Weight: Over 50 lbs.	Occasional	Short						
	Distance: Up to 25 ft.	Occasional	Short						
Pushing	Estimated weight-resistance equivalency			Congested Area/Workspace				N/A	N/A
	Over 50 lbs.	Frequent	Short	Confined Space- Permit REQUIRED				N/A	N/A
Pulling	Estimated weight-resistance equivalency			Working Below Ground				N/A	N/A
	Over 50 lbs.	Frequent	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.					
	Weight: N/A	N/A	N/A						
Climbing Stairs		Occasional	Short	Vibrations					
Climbing Ladders		Occasional	Short						
Balancing		N/A	N/A	Body area(s): Ex- Trunk, shoulders, arms, and hands.					
Stooping		Frequent	Short	Dust / Dirt / Particulate				Occasional	Moderate
Kneeling/Squatting		Frequent	Short	Radiation				Seldom	Short
Bending		Frequent	Short	Silica/Fiberglass				Occasional	Moderate
Crawling		N/A	N/A	Asbestos				N/A	N/A
Explosive Strength: Short bursts of muscle force to propel oneself.		Occasional	Short	Aerosols & Gases	N/A	N/A	N/A		
Trunk Strength: Use of abdominal and lower back muscles.		Occasional	Short	Hazardous Materials /Chemicals				Pool and Water Chemicals Disinfectants undefined	
Dynamic Strength: Use of muscle force repeatedly or continuously & resistant to fatigue.		Occasional	Short	Petroleum Products	N/A	N/A	N/A		
Repetitive Limb Movement	Fingers/Wrist	Frequent	Moderate	Electrical Hazard				Frequent	Moderate
	Arm/Shoulder	Frequent	Moderate	Fire Hazard				N/A	N/A
Dexterity	Grasping	Frequent	Moderate	Infectious Diseases Exposure	N/A	N/A	N/A		
	Use of computer keyboard	Occasional	Short	Type(s): Ex- Repair sewer pipes; empty residence trash cans.					
Repetitive Twisting	Wrist/Elbow	Frequent	Short						
	Shoulder	Frequent	Short						
Awkward Positions & Motions	Awkward positions	Frequent	Short	Symbols:		< 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	N/A	N/A	Hazardous Surfaces	On/In water	Frequent	Moderate
	Depth perception	N/A	N/A				
	Color vision (colors)	N/A	N/A				
Hearing	Conversational level	N/A	N/A	Other Hazards	Animal/Insect bites/stings	Frequent	Moderate
Smell	N/A	N/A	N/A		Electric shock	Occasional	Moderate
Touch	Distinguish texture	N/A	N/A	Hours Worked	More than 40 hours/week	Occasional	
					More than 8 hours/day	Occasional	
Voice	Speaks to groups	N/A	N/A	Telework Eligible	No		
Personal Protective Equipment (PPE)				Equipment Operation & Use			
Category	Type	Frequency	Duration	Category	Type	Frequency	Duration
Eye and Face Protection	Safety glasses w/side shields	Occasional	Moderate	Motor Vehicles	Sedan/Pickup/Van	Occasional	Short
				Heavy Equipment	N/A	N/A	N/A
Respiration Protection	SCUBA SCBA (Self-contained underwater breathing apparatus)	Frequent	Moderate				
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 Protection	Cloth/General Duty	Occasional	Short	Hand-Held Power Tools	Cordless drill	Occasional	Short
	Medical (rubber-type)	Frequent	Short		Impact drill/wrench	Occasional	Short
					Scrubber/buffer	Occasional	Short
Foot Protection	Closed-toe street shoes	Constant	Long	Hand Tools and Instruments	Carpentry tools	Occasional	Short
					Plumbing tools	Occasional	Short
Body, Arm, and Leg Protection	Wetsuit	Frequent	Moderate	Office Machines & Equipment	Computer	Frequent	Short
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:	Occasional Substantial Work from Boat for collecting/diving. License - SCUBA certification of Open Water Diver or higher from a World Recreational SCUBA Training Council agency.						

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: Detailed information gained from an interview or investigation where interpretation and evaluation are required to make a judgement on the accuracy of the information and the appropriate course of action.
2 Communicate Orally - Verbally express thoughts and directions
Job requires: Explaining and interpreting specialized, and sometimes sensitive, information to co-workers, customers, citizen groups or higher officials.
3 Comprehend and Follow Written Material or Instructions - Understand written material, interpret appropriately, and adhere to the procedures stated.
Job requires ability to comprehend: Detailed written material such as analytical, statistical, or status reports where information will be interpreted and applied to course of action.
4 Written Communication Skills - Express thoughts and directions in writing
Job requires: Written explanation and interpretation of specialized information to other City agencies, customers, higher officials and authorities.
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 moderately paced environment with some unexpected assignments.
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 a variety of individuals or groups outside the immediate unit/agency to collaborate on issues or 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: Considerable reasoning and decision making. Issues and/or data are interpreted and evaluated, alternatives are evaluated, and recommendations are made for resolution of issues.
9 Memory and Recall - The body of stored knowledge required and the retrieval of that information to accomplish duties
Job requires the ability to: Remember laws, codes, policies, procedures, etc., which are somewhat repetitive from day to day.
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 adjust to non-typical conditions or situations where a new or different process/procedure must be utilized to accomplish work.
11 Attention Span - Sustained attention or the time spent continuously on task without becoming distracted to successfully perform duties
Job tasks are: Varied and typically of moderate duration requiring sustained 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 investigation, inspection, auditing, or observation. Inattention to detail could result in confusion and delays.
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. Delays occur if response is not timely.
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: Supervision of a small group of employees (5 or less).
15 Influence Others - Obtain cooperation from others to accomplish tasks and objectives
Job requires: Obtaining support from other work groups to accomplish objectives.
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 typical work stressors such as deadlines or conflict and maintain composure.