

PHYSICAL & MENTAL REQUIREMENTS/WORKING CONDITIONS City of Virginia Beach, VA									
Job Title:	Youth Detention Specialist					Position Number(PCN):	B.007380		
Div./Office:	HSD 501 Virginia Beach Juvenile Detention Center	Approver's Name							
Date of Last Update:	August 26, 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:		Yes	VCIN Background:		No	
CJIS Certification:		No	PREA Certification:		No	Subject to Barrier Crime Provisions:		Yes	
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	Element	Condition/Level/Value
Standing		Frequent	Substantial	Working Outside:	in all weather conditions	N/A	N/A		
Walking		Frequent	Substantial	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 50 lbs.	Occasional	Short	Extreme Dryness		N/A	N/A		
Carrying	Weight: Up to 50 lbs.	Occasional	Short	Exposure to Traffic	N/A	N/A	N/A		
	Distance: Up to 25 ft.	Occasional	Short						
Pushing	Estimated weight-resistance equivalency			Congested Area/Workspace			N/A	N/A	
	Up to 50 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 50 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		Occasional	Short	Dust / Dirt / Particulate			N/A	N/A	
Kneeling/Squatting		Occasional	Short	Radiation			N/A	N/A	
Bending		Occasional	Short	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.		Seldom	Short	Aerosols & Gases	N/A	N/A	N/A		
Trunk Strength: Use of abdominal and lower back muscles.		Occasional	Short	Hazardous Materials /Chemicals			N/A	undefined	undefined
Dynamic Strength: Use of muscle force repeatedly or continuously & resistant to fatigue.		Seldom	Short	Petroleum Products	N/A	N/A	N/A		
Repetitive Limb Movement	Fingers/Wrist	Occasional	Short	Electrical Hazard			N/A	N/A	
				Fire Hazard			N/A	N/A	
Dexterity	Use of computer keyboard	Occasional	Short	Infectious Diseases Exposure Type(s):	Communicable diseases		Occasional	Substantial	
	Handwriting	Occasional	Short						
Repetitive Twisting	N/A	N/A	N/A	Symbols:		< equal to or less than	< less than		
						> 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	N/A	N/A	Hazardous Surfaces	N/A	N/A	N/A
Hearing	Conversational level	N/A	N/A	Other Hazards	N/A	N/A	N/A
Smell	N/A	N/A	N/A				
Touch	N/A	N/A	N/A	Hours Worked	Rotating shift	Frequent	
					More than 40 hours/week	Occasional	
Voice	One-on-One	N/A	N/A		More than 8 hours/day	Occasional	
				Telework Eligible	No		
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	Frequent	Short
				Heavy Equipment	N/A	N/A	N/A
Respiration Protection	N/A	N/A	N/A				
Hearing Protection	N/A	N/A	N/A				
Head Protection	N/A	N/A	N/A	Other Equipment or Machinery	N/A	N/A	N/A
Hand Protection	Medical grade exam gloves	Constant	Short	Hand-Held Power Tools	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	Occasional	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.

1 Comprehend Verbal Communication - Understand information and directions which are provided verbally
Job requires the ability to understand and follow: Detailed information from a supervisor, a customer, or trainer/instructor which is necessary to the successful performance of job duties.
2 Communicate Orally - Verbally express thoughts and directions
Job requires: Communicating specialized information to co-workers, supervisors or customers.
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 in the form of informational reports, memos, articles, plans and drawings to be used in performing duties.
4 Written Communication Skills - Express thoughts and directions in writing
Job requires: Preparation of written information providing specialized information in the form of a letter, memo or report.
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 the work is predictable.
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 fully functional independent 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: Within the immediate work unit.
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: Some decision making in duties such as troubleshooting where observation/judgement occurs and then a selection is made from a number of possible options for resolution.
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 routine procedures to accommodate simple changes.
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 maintain 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: No supervision or management of staff.
15 Influence Others - Obtain cooperation from others to accomplish tasks and objectives
Job requires: Little to no cooperation from co-workers or citizens to accomplish assigned tasks.
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: Handle stress associated with having to work with other people who are in distress.