



**Job Title:** Bus Driver

**Reports To:** Facilities Supervisor

**Classification:** Non Exempt

**Supervisory Responsibilities:** None

**Date:** 11/19/20

Our Mission: Grace Place puts faith into action – providing pathways out of poverty by educating children and families.

**Summary/Objective:**

To provide safe and efficient transportation for students in a safe and cost effective manner that supports the missions of Grace Place.

**Essential Duties and Responsibilities:**

- Obeys all traffic laws.
- Observes all mandatory safety regulations for school buses.
- Ensure bus is kept adequately filled with fuel.
- Keeps assigned bus clean.
- Keeps assigned schedule
- Checks bus daily for mechanical defects and for fuel and oil levels.
- Notifies the Facilities/Operations Manager in case of mechanical failure or lateness.
- Picks up and discharges students and moms only at authorized stops.
- Exercise responsible leadership on all field trips.

**Qualifications:**

**Education:** High School Diploma or equivalent preferred.

**Experience:**

- Driver's license for five years.
- Valid Florida C.D.L. Class B license with appropriate endorsement.

**Knowledge, Skills and Abilities:**

- The ability to read, and follow traffic signs and road side instructions.
- Ability to work with diverse groups.
- Successful completion of a physical examination.
- Successful completion of drug and alcohol screening.
- Proof of safe driving record.

**Additional Information:**

REVISED:

**What:** As members of the Grace Place team we all value and support the Grace Place Vision, Mission, Faith Statement and Organizational Core Values.

**Work Environment:** Ex. Position requires working in numerous locations which include varied temperature, noise level, and other factors that may affect a person's working conditions while performing the job.

**Position Type and Expected Working Hours:** Fulltime or Part-time (part time is defined as someone who is working 40 hours or less a week).Ex. Expected working hours of approximately 9am-5pm Monday through Friday, including some evenings and weekends as needed.

**Travel:** Ex. Travel up to 20% - mostly locally between Naples, Bonita Springs, Estero, and South Fort Myers

**Physical Demands:** Ex. Bending, sitting, and standing for long periods of time. May require lifting objects weighing up to 20 lbs. as needed. Driving required regularly.

**Essential Physical Functions:** Ex. Driving a student bus

**Additional Eligibility Qualifications:** Ex. Valid driver's license, CDL (or willingness to obtain CDL), Level II background check, and drug-testing

#### **Grace Place Organizational Competencies:**

The following competencies are organizational in nature in that all Grace Place employees are expected to exhibit these competencies and will be part of the basis for their performance evaluation.

**Work Ethic and Commitment** Extent to which the employee takes pride in his or her work, and is dedicated and committed to excellence in personal goals and organizational mission. Extent to which a significant volume of quality work is performed efficiently in a specified period of time; employee is a peak performer with a high energy level.

**Initiative and Problem Solving** Degree to which employee takes active steps to set and achieve tasks/goals on a timely basis. Is a self-starter and solution-seeker who possesses a sense of urgency and takes action with minimal instruction. Is able to identify issues/problems and possible solutions and is willing to act on the solutions.

**Service Orientation** Extent to which the employee understands and exhibits behaviors that enhance and improve the experience of various stakeholders: students/families, volunteers, donors/supporters, and community partners. Knows and acts upon what it takes to deliver value. Makes a genuine effort to listen to stakeholders and seeks to understand and resolve needs/issues.

**Judgment and Decision Making** Ability to arrive at sound decisions in a timely manner with positive results. Understands and utilizes core values of organization and relevant policies and seeks appropriate guidance when needed.

**Quality, Care, and Dependability** Extent to which work is accurate, thorough, and neat. Degree of reliability in performing tasks, following instructions and meeting deadlines. Employee possesses the ability to produce reliable work without follow-up or inspection.

**Teamwork and Interpersonal Relations** Extent to which employee is positive and projects a willing-to-please attitude, cooperation, and team spirit. Understands goals of the department, as well as collaboration with other departments, and is willing to

accommodate the personnel, tasks, and situations involved in order to accomplish department and organizational goals. Consider employee relationships with other staff, volunteers, students/families, and community partners.

**Communication Skills (oral and written)** Communicates effectively and accurately both orally and in writing with individuals and groups; presents ideas in an organized, clear and concise manner; employs tact and discretion; listens well; offers appropriate feedback. Listens to others. Communicates with a clear message and is open to different perspectives. Ensures that the receiver hears and understands the message.

**Job Knowledge and Technical Skills** Extent to which the employee possesses the practical and technical knowledge of duties, functions, work safety procedures, policies, and takes responsibility for reviewing and up-grading areas of expertise and development of new skills as needed.

**Planning and Organizing** Level of effectiveness in planning and organizing daily work. Ability to achieve short- and long-range objectives. Assess organization of work and time management skills.

**Professional Image** Extent to which the employee projects a professional image through appearance, conduct, and work areas.

### Equal Employment Opportunity Statement:

**Revised 6.15.2020**

Grace Place values diversity in the workplace and among our partners and other stakeholders.

It is the policy of Grace Place to provide equal employment opportunities to all qualified employees and applicants on the basis of experience, training, education, and ability to do the available work without regard to race, color, religion, sex, national origin, age, disability, marital status, pregnancy, veteran status, sexual orientation, gender identity, genetic information or any other protected characteristic under applicable law. This policy relates to all phases of employment, including, but not limited to, recruiting, employment, placement, promotion, transfer, demotion, reduction of workforce and termination, rates of pay or other forms of compensation, selection for training, the use of all facilities, and participation in all company-sponsored employee activities. Provisions in applicable laws providing for bona fide occupational qualifications, business necessity or age limitations will be adhered to by Grace Place where appropriate.

Employees and applicants shall not be subjected to harassment, intimidation or any type of retaliation because they have (1) filed a complaint; (2) assisted or participated in an investigation, compliance review, hearing or any other activity related to the administration of any federal, state or local law requiring equal employment opportunity; (3) opposed any act or practice made unlawful by any federal, state or local law requiring equal opportunity; or (4) exercised any other legal right protected by federal, state or local law requiring equal opportunity.

The above-mentioned policies shall be periodically brought to the attention of supervisors and shall be appropriately administered. It is the responsibility of each supervisor at Grace Place to ensure affirmative implementation of these policies to avoid any discrimination in employment.

All employees are expected to recognize these policies and cooperate with their implementation. Violation of these policies could be considered a disciplinary offense.

**Disclaimer:** This job description is not designed to cover or contain a comprehensive listing of activities, duties, or responsibilities that are required of the employee. Other duties, responsibilities and activities may change or be assigned at any time with or without notice.