

---

## **PROGRAM COORDINATOR I**

**(Full-Time At-Will Position)**

This position is funded through the American Recovery and Reinvestment Act

**THE SALARY:** \$18.83 hourly, \$3,264 monthly, \$39,166 annually

**THE BENEFITS:** The Community Action Partnership of San Bernardino County (CAPSBC) a private, non-profit public benefit corporation, offers a range of benefit programs for employees and their eligible dependents. This includes medical and dental plans which are 100% employer paid for employees; group life insurance coverage which is employer paid and provides an insurance benefit of two (2) times the annual salary up to \$200,000 plus AD&D coverage, voluntary supplemental life insurance coverage for interested employees; vision contact lens benefits every two (2) years subject to required employee co-pays, vacation is earned at a rate of 20 days per year (6.15 hours per pay period) for full-time employees and is available for use upon completion of a six month evaluative period; fourteen (14) paid holidays; sick leave is earned at a rate of 3.69 hours per pay period for full-time employees; 403b retirement program which CAPSBC contributes 6% of employee's gross salary and employees may contribute up to the specified Internal Revenue Service requirements; Social Security is paid by CAPSBC for employees, as well as Medicare.

**WORK SCHEDULE AND HOURS:** Position is assigned to a 9/80 work schedule Monday – Thursday 7:30 a.m. to 5:30 p.m., Friday 8:00 a.m. to 5:00 p.m. with every other Friday off and is classified as non-exempt for overtime purposes consistent with the Fair Labor Standards Act.

**THE POSITION:** The Community Action Partnership of San Bernardino County (CAPSBC) is seeking a qualified and highly motivated person to assume responsibility for coordinating and implementing a comprehensive monitoring and evaluation program component for selected delegate agencies to ensure that their goals are achieved within established budgets. These projects are in the three program areas of Asset Development, Youth Training and Employment and Food Network expansion. The incumbent must be able to travel throughout the county, work overtime as required and maintain confidentiality.

**EXAMPLES OF DUTIES:** Under general supervision, the incumbent will perform such duties as: monitor delegate agencies in a range of activities including, but not limited to develop and maintain an effective program monitoring and evaluation system; assure compliance with the American Recovery and Reinvestment (AARA) procurement policies and practices; ensure programmatic activities are being implemented, ensure approachable cost contracts are being followed and mandatory reporting requirements are being met; conduct periodic monitoring and evaluation to assure that delegate agencies are achieving the outcomes included in their delegate agency agreement; provide training on data collection and record keeping; keep agencies abreast of updates, changes and amendments to the ARRA and Community Services Block Grant (CSBG) program; prepare and maintain reports correspondence; participate in State of California Department of Community Services and Development (CSD) webinars and maintain communication with CSD personnel as required; assist delegate agencies to correct areas of concern or needing improvement to ensure contract compliance; attend workshops, meetings, seminars, and conferences as directed; provide vacation and temporary relief as required.

**MINIMUM QUALIFICATIONS:** Education / Experience Thirty (30) semester (45 quarter) units of completed College coursework in behavioral science; public/business administration, social science, education

or a closely related field, half of which must have been upper division. A list of coursework or college transcript must be submitted with the application. Minimum of two (2) years responsible administrative experience in the coordinating of a social service program or program component providing comprehensive social services to low-income individuals and families.

**Knowledge/Abilities/Skills:** **Good knowledge of:** Effective communication and public relations techniques; principles of good organization and management; monitoring techniques for contractual compliance; principles of time management and customer service techniques. **Ability to:** Analyze and interpret contract language; develop and maintain an effective monitoring and evaluation system; prepare verbal and oral reports; memorandums and letters; perform mathematical computations of average difficulty; safely operate agency/personal vehicles for official business purposes; work effectively with persons from varied social, economic and cultural backgrounds. **Skills:** Proficiently operate standard office equipment, including various computer hardware and software applications (ie; Microsoft Office Word, Excel, Windows, Outlook, Email and Power Point) and use the internet to conduct business related research.

**LICENSE:** Applicants must possess/maintain a valid California Driver License, be insurable and have/maintain a good driving record throughout the course of employment. In addition, applicants must have access to a dependable vehicle and maintain state mandated personal automobile insurance coverage throughout course of employment. Applicants must submit a copy of their Department of Motor Vehicles (DMV) Driving Report (dated within previous 90 calendar days), and proof of current personal automobile insurance with completed application. Employees receive reimbursement of 44.5¢ per mile for use of personal vehicle for official purposes (excluding driving to and from home to work).

**SELECTION PROCESS:** Following an administrative review of each application, only the most qualified applicants will be invited to an oral interview. After the hiring interviews have been completed, a background check (including verification of criminal records, education, employment and social security) will be conducted on the candidate(s) being considered for employment. Once the background check(s) have been completed and reviewed, a conditional offer of employment will be made to the recommended applicant for hire. The conditional offer is contingent on the applicant passing a pre-employment physical examination only to include urine drug testing and TB screening. The recommended applicant shall submit original documentation to establish both work authorization and identity (per the Immigration Reform and Control Act of 1986). An offer of conditional employment will be withdrawn upon failure to pass the physical examination. As a condition of employment, the recommended applicant must be able to participate in the agency's payroll direct deposit program or the offer of conditional employment will be withdrawn. In order to participate in the program, the recommended applicant must currently have / or be able to obtain (prior to hire date) a checking or savings account.

**APPLICATION:** Submit a completed CAPSBC Application form to the Operations Division, 696 South Tippecanoe Avenue, San Bernardino, CA 92415-0610. Applications must be typed and not hand written. Applicants can go to the CAPSBC website to complete an application on line, print it and submit the completed application to the Operations Division. No hand written applications will be accepted for employment opportunities. If you change your address or phone number after filing an application, please notify CAPSBC Operations Division immediately. Resumes will **not** be accepted as a substitute for completion of the work history portion of the application. The information you provide will be used to verify and evaluate your qualifications. Failure to fully complete the application and/or provide information on it that clearly demonstrates possession of the position requirements will result in no further consideration.

**CAPSBC is an EQUAL OPPORTUNITY/ADA COMPLIANT EMPLOYER.** For further information regarding this position, please contact the Operations Division at (909) 723-1531.

**CLOSING DATE: Continuous - until a sufficient pool of qualified applicants are identified or until the position is filled, then the recruitment will be closed.**

**PUBLICATION DATE: 12/21/09**

# Community Action Partnership of San Bernardino County (CAPSBC) Employment Information

## Employment Procedures

When CAPSBC has job openings, announcements are displayed in program / division offices and sent to various employment and community organizations. Advertisements are also placed in the San Bernardino Sun and other newspapers and the CAPSBC website. **Applications are accepted on a continuous filing basis until the position is filled.** Persons desiring to compete for a position must file an application. It is to the advantage of the applicant to ensure that each question on the application is completed fully. Resumes may be attached; however, **all education, experience, and background related to the position applied for must be written on the application** rather than simply stating “see resume.”

Each application undergoes a comprehensive evaluation of education, experience, and related background. CAPSBC reserves the right to rate applicants based on a review of the application materials and to invite the most qualified applicants to participate in successive parts of the selection process. CAPSBC conducts interviews with the finalists, and the appointing authority makes the final selection. The provisions of this bulletin do not constitute an expressed or implied contract. Any provision contained in this bulletin may be modified or revoked without notice. “At-Will” employment can be terminated at any time with or without cause by the agency or the employee.

For current employment openings and information, call the CAPSBC Operations Division at (909) 723-1531, 7:30 a.m. -5:30 p.m., Monday to Thursday, Friday 8:00 a.m. -5:00 p.m., excluding holidays, or go to: [www.capsbc.org](http://www.capsbc.org)

## Pay and Benefits

A salary range, designed to keep CAPSBC very competitive, exists for each position. Appointments are made within the hiring range (with most employees starting at the beginning of the range) and include a six-month evaluative period.