

Principal Manager I, Facilities Project Management/Facility Operations
Principal Manager II, Facilities

JOB FAMILY DEFINITION

These classifications fall within the Management Job Family, encompassing a range of work in which incumbents are responsible for providing management of facilities functions with responsibility for organization-wide outcomes, applying advanced management principles that have critical impact on the organization and on the public. Incumbents exercise strategic thinking with organization-wide application and impact and develop and implement programs and operations critical to the Judicial Council and the judicial branch. This class specification represents the type and level of work performed recognizing that specific work assignments may differ from one unit to another and from one incumbent to another.

CLASS SUMMARY

These are highly responsible advanced management classes utilized only within the Facilities Services office. Incumbents, as assigned, are responsible for providing high-level management oversight of multiple units involved in the most complex, specialized, and sensitive facilities areas allocating resources through one or more subordinate managers, or through three or more supervisors. Incumbents make interpretive decisions on behalf of the organization regarding the means for executing the goals established by executive management subject to constraints imposed by available technology and resources. Such interpretive decisions provide context for the work to be accomplished by subordinates supervised within the units managed.

An incumbent Principal Manager I, Facilities Project Management is responsible for providing high-level management oversight of the project management function involving the most complex, specialized, and sensitive projects, allocating resources through one or more subordinate managers, or through three or more supervisors. An incumbent Principal Manager I, Facility Operations is responsible for providing high level management oversight of the maintenance and operations, asset management, and vendor performance involving the most complex, specialized, and sensitive projects, allocating resources through one or more subordinate managers, or through three or more supervisors.

An incumbent Principal Manager II, Facilities is only designated in cases where the Administrative Director has determined that the Director of the office must be primarily outward focused demanding frequent interaction with high-level officials and other critical stakeholders external to the judicial branch for the purpose of furthering the mission and goals of the Judicial Council. Under these circumstances, the Principal Manager II, Facilities is required to provide regular and ongoing oversight to the entire office including all units and functional areas; and serves as the second in command for a Director in his/her absence.

DISTINGUISHING CHARACTERISTICS

These classes are distinguished from the Director in that the Director is responsible for applying advanced management principles to their respective office which performs a major function for the Judicial Council having critical impact on the public and the organization. Incumbents in the Director class exercise strategic and visionary thinking having long-term organization-wide application and impact and develop and implement programs critical to the Judicial Council.

EXAMPLES OF ESSENTIAL DUTIES *(The duties listed are illustrative only and represent the core areas of responsibilities; specific position assignments will vary depending on business needs.)*

- Administers units involved in functions with higher levels of risk to the organization while providing for the across-the-board management necessary to execute the process and projects of the organization.
- Serves in lieu of the Director, as assigned.
- Oversees the development and implementation of programs, policies and procedures for multiple facilities units.
- Plans, organizes, administers, reviews, and evaluates the work of staff through subordinate managers and/or supervisors.
- Creates performance and development plans for direct reports, conducts periodic discussions about progress, prepares written performance evaluations; makes hiring, termination, and disciplinary decisions.
- Executes the assignments of executive management and the Judicial Council.
- Provides input to tactical, strategic, and long-range organization planning efforts for the Facilities Services office.
- Serves as knowledge expert in the area of assignment; overseeing, reviewing, and providing analyses and recommendations regarding facilities and organization-wide issues.
- Exercises accountability for facilities and project management activities and related decisions.
- Prepares and administers budgets; monitors/approves expenditures; administers and oversees contracts and procurement activities.
- Attends required meetings; represents the assigned functional area, Judicial Council, and judicial branch to outside entities.
- Reviews and prepares reports, Judicial Council and advisory body agenda items.
- Creates and makes presentations.
- Performs other duties of a similar nature and level as assigned.

EXAMPLES OF POSITION SPECIFIC RESPONSIBILITIES *(Illustrative Only)*

Principal Manager I positions assigned to project management may be responsible for:

- Establishing the strategic direction for project management personnel and programs responsible for implementing capital and major renovation projects;
- Directing managers and staff in the development and implementation of statewide initiatives, protocols, processes, and/or procedures;
- Directing and overseeing project schedules, budgets, and quality control objectives;
- Advising and assisting in the selection of project consultants and negotiating and executing contracts; and
- Serving as policy advisor to the Deputy Director and Director of Facilities Services in the areas of new construction, major renovations, and facility modifications.

Principal Manager I positions assigned to facility operations may be responsible for:

- Establishing standards and direction for personnel and programs responsible for maintenance and operations, asset management, evaluation of vendor performance, and deferred maintenance projects;
- Establishing and prioritizing funding for delivery of maintenance for all state owned and managed court facilities;

- Serving as a central authority for directing deferred maintenance projects through all life cycles, utilizing the expertise of environmental, architectural, engineering, legal, financial management, and contract professionals;
- Advising and assisting in the selection of consultants, service providers, and negotiating and executing contracts;
- Overseeing asset management and emergency situations for impacted facilities; and
- Serving as policy advisor to the Deputy Director and Director of Facilities Services in the areas of renovation, repair and maintenance, and asset management.

MINIMUM QUALIFICATIONS

EDUCATION AND EXPERIENCE

Principal Manager I, Facilities Project Management/Facility Operations

Bachelor's degree, preferably in architecture, engineering, building engineering, or construction management, and six (6) years of professional-level analytical or managerial experience in assigned function including, but not limited to, program analysis, development, implementation, research, and advising, including at least three (3) years of increasingly responsible management experience. *An additional four years of professional experience as noted above may substitute for the bachelor's degree. Or, additional directly related experience and/or education may be substituted on a year-for-year basis.*

OR

Master's degree in a directly related field such as architecture or engineering or possession of a professional engineer or architect license, and three (3) years of professional-level analytical or managerial experience in assigned function including, but not limited to, program analysis, development, implementation, research, and advising, including at least three (3) years of supervisory/management experience.

Principal Manager II, Facilities

Bachelor's degree, preferably in architecture, engineering, building engineering, or construction management, and seven (7) years of professional-level analytical or managerial experience in assigned function including, but not limited to, program analysis, development, implementation, research, and advising, including at least four (4) years of increasingly responsible management experience. *An additional four years of professional experience as noted above may substitute for the bachelor's degree. Or, additional directly related experience and/or education may be substituted on a year-for-year basis.*

OR

Master's degree in a directly related field such as architecture or engineering or possession of a professional engineer or architect license, and four (4) years of professional-level analytical or managerial experience in assigned function including, but not limited to, program analysis, development, implementation, research, and advising, including at least three (3) years of supervisory/management experience.

LICENSING AND CERTIFICATIONS

- None

KNOWLEDGE OF

- Applicable federal, state, and local laws, codes, regulations, and/or ordinances;
- Managerial and supervisory principles;
- Principles, practices, and methods of architecture, engineering, facility operations, and/or construction management;
- Principles, practices, and methods of Leadership in Energy and Environmental Design (LEED);
- Project management principles, practices, and methods;
- Architectural plans, engineering diagrams and reports;
- Principles, practices, and methods of program administration and management;
- Equipment performance and life expectancy of different building systems
- Understanding Building Automation Systems
- Principles, practices, and methods of budgeting, procurement, and human resource management;
- Principles and practices of strategic planning;
- Conflict resolution and negotiation strategies;
- Building systems, including, but not limited to, structural, mechanical, electrical, plumbing, fire life safety, information technology, audio-visual, and security; modern procurement;
- Cost estimating for construction, professional services and permitting;
- Quality assurance practices and methods;
- Principles of, and techniques for, preparing and delivering effective oral presentations;
- Safe working practices, procedures, and regulations, as assigned;
- Contract administration and service evaluation, as assigned;
- Applicable work rules and policies; and
- Applicable business equipment and desktop applications.

SKILL IN

- Managing the interpretation and application of applicable laws, regulations, and standards;
- Managing, supervising, evaluating, and motivating staff;
- Strategic planning and the implementation of organization-wide policy objectives and directives into unit operations;
- Managing the development and implementation of goals, objectives, policies, procedures, and work standards;
- Managing standards and quality assurance;
- Providing mediation, negotiation, and conflict resolution;
- Understanding, applying, and advising others regarding architecture, construction and/or engineering methods and approaches;
- Understanding, building system components, equipment life expectancy, Facility Condition Assessment Estimating project costs and time requirements;
- Developing/understanding contract language and conditions;
- Effectively collaborating with others;
- Exercising business and political acumen;
- Exercising confidentiality;
- Utilizing a computer, relevant software applications, and/or other equipment as assigned;
- Effectively communicating; and
- Maintaining effective working relationships with colleagues, customers, and the public.

WORKING CONDITIONS, ADA AND OTHER REQUIREMENTS

The Judicial Council is an equal opportunity employer. The Judicial Council will comply with its obligations under the law to provide equal employment opportunities to qualified individuals with disabilities.

Positions in this class typically require: sitting, stooping, kneeling, crouching, reaching, standing, walking, pushing, pulling, lifting, fingering, grasping, talking, hearing, seeing, and repetitive motions.

Sedentary Work: Exerting up to 10 pounds of force occasionally and/or a negligible amount of force frequently or constantly to lift, carry, push, pull or otherwise move objects. Sedentary work involves sitting most of the time. Jobs are sedentary if walking and standing are required only occasionally and all other sedentary criteria are met.

Incumbents generally work in a typical office environment with adequate light and temperature. The Judicial Council will make all reasonable efforts to minimize the need for employees to travel by taking advantage of virtual conferencing tools as much as possible. However, positions in this class may require frequent statewide travel, including overnight travel.

Please Note: *The Judicial Council classifies work based on organizational need. The distinguishing characteristics, essential duties and minimum qualifications described in this specification relate to the body of work required and not to the attributes of an incumbent assigned to perform the work.*