



**FOR YOUTH DEVELOPMENT®
FOR HEALTHY LIVING
FOR SOCIAL RESPONSIBILITY**

**YMCA of Greater Syracuse
Job Posting**

Job Title: Front Desk Attendant
FLSA: Non-exempt – Part-time
Work Schedule: Friday & Saturday from 11pm to 7am (overnight)

Reports To: Associate Executive Director
Work Location: Downtown YMCA

A Career with a Cause:

At the Y, strengthening community is our cause. Our mission is to put Christian principles into practice through programs that build healthy spirit, mind and body for all. We focus our work in three key areas, youth development, healthy living and social responsibility. We are committed to this cause because a strong community can only be achieved when we invest in our kids, our health and our neighbors.

General Functions:

Under the direction of the Associate Executive Director, the Front Desk Attendant is responsible to greet and welcome all members and visitors of the YMCA in a highly professional manner. The incumbent will develop relationships with members to ensure member retention and satisfaction, answer phones, respond to member questions and concerns, and perform various clerical functions as assigned. The incumbent must perform their duties in accordance with the policies, goals, mission, values and objectives established by the YMCA of Greater Syracuse.

YMCA Membership Department Quality Service Theme:

We create a welcoming, inviting community conducive to building lifelong relationships.

Responsibilities/Duties/Functions/Tasks:

The essential functions of this position include, but are not limited to the following:

- Greet all members by learning and using their names and doing whatever is needed to make their experience at the YMCA a pleasant one. These includes providing excellent member service by greeting members by name, check members' cards, register participants for programs and classes, monitor and control access to the facility, and troubleshoot member issues.
- Provide excellent service to the residence of the Downtown Syracuse YMCA.
- Develop positive relationships with members fostering an atmosphere of community, which in turn will have an overall positive effect on member retention.
- Responsible for completing daily and end of shift reports.
- Answer phones in a politely, professional manner, ensuring calls are routed to the appropriate departments and messages are accurate and given to the intended person.
- Possess a strong understanding of all programs, activities and services offered at the facility.
- Participate in all member retention programs, strategies, promotional efforts, and fundraising campaigns.
- Open and close the facility according to established procedures.
- Handle emergencies as they arise. Complete incident or infraction reports as required.
- Serve as a member of the total staff team.
- Assist in reviewing, revising, developing and continuous improvement of Member Service Desk services, systems, procedures and guidelines.
- Assist in the training of and development of new Member Service staff.
- Take responsibility at the beginning of the shift to check the communications binder for daily updates, verify cash, check that member communication materials are stocked and work area is orderly and neat.
- Communicate pertinent information with the Member Service Supervisors at the beginning or ending of their shift.
- Adhere to and enforce all YMCA policies and procedures; also ensure that members are aware of policies and procedures that apply to members.
- Maintain privacy requirements by not sharing personal, financial or credit information about members including but not limited to, phone numbers, addresses, program participation, financial information or personal situations.
- Attend all required staff meetings and trainings.
- Other duties as assigned by your supervisor.

Experience and Education:

- High School Diploma or equivalent.
- Prefer a minimum of one year or more experience working in customer service field.

Qualifications:

- High degree of human relation and customer service skills, the incumbent must a 'people person' with the ability to establish, collaborate and maintain positive relationships with members, staff, volunteers and the general public.
- Ability to handle multiple tasks, work independently, resolve problems and possess effective time management skills.
- Possess basic computer skills and a good working knowledge of Microsoft Office Programs experience with data base management software is preferred.
- Must be a team player who demonstrates strong verbal communication, interpersonal, organizational, problem solving and customer service skills.
- Possess and demonstrate excellent telephone etiquette.
- Possess and demonstrate ability to: read, interpret and effectively communicate documents, information and instructions such as safety rules, program policies, rules and procedures, Member Service and Welcome Desk procedures and YMCA policies and procedures. In addition, perform basic writing and mathematical skills (i.e. simple correspondence, adding, subtracting, multiplying, dividing decimals and fractions). Perform basic computer skills such as entering program transactions etc; solve problems and deal with a variety of situations and/or complaints; work with minimum supervision; work as part of the membership, volunteers and YMCA staff team.

Trainings & Certifications:

- Must complete online Bloodborne Pathogens and Employee Safety trainings prior to initial assignment to position.
- Must hold CPR, AED, and O2 certifications or successfully complete within 30-days of employment.
- Must complete online Hazard Communication training within the first 90-days of employment.
- Must attend and complete YMCA Youth Protection training, Activate America and Quality Service Training within the first 90-days of employment.
- Must attend and complete Emergency Procedures Training within 30-days of hire.

Core Competencies:

- Supports the Mission, Vision and Direction of the YMCA: Understands and supports the mission of the YMCA; displays the YMCA values; displays flexibility and accepts changes; is willing to try new methods and make suggestions; shows a strong commitment to the YMCA; conveys enthusiasm for the YMCA and his/her work.
- Builds Community: Understands and embraces the role of volunteers; helps members and participants make connections to others and to the YMCA; practices effective relationship-building techniques; supports the role of fund-raising in achieving the YMCA mission.
- Provides a Quality Experience for Members, Participants, Internal Customer and Other: Possesses the ability to deliver outstanding experiences for members, participants, internal customers and others; builds warm and supportive relationships; consistently greets and assists everyone in a positive way; strives to provide service that will exceed expectations; responds to concerns and complaints in a way that makes each person feel valued; initiates action for prompt resolution; looks for better ways to serve in involve members, participants, internal customers and others.
- Works Productively: Demonstrates responsible actions; consistently performs duties in a safe and conscientious manner within the agreed upon timeframe; follows standards, policies and procedures; is reliable and consistently punctual; actively participates in staff meetings, required trainings, and other work related activities; uses good judgment; uses YMCA resources appropriately and efficiently.
- Uses Effective Personal Behaviors/Communicates Effectively: Treats everyone with courtesy, respect and consideration; displays integrity; listens actively and genuinely; communicates in a clear and pleasant manner; embraces differences among people; demonstrates an active willingness to learn and grow; accepts constructive criticism; works cooperatively as a team member.

Effect on End Result:

This position has a primary impact on the overall effectiveness with which the YMCA membership department accomplishes its goals and objectives in service to the community through:

1. The YMCA will be recognized by the community at large as giving excellent service to all who walk through our doors or call us on the phone.
2. The interpretation of the purpose of the YMCA in regard to the community as evidenced by continued good community relations.
3. Growth in membership, programs, and special services.

Physical Demands:

Ability to frequently sit, use his/her hands and fingers, stand, typing, walk, reach, climb, balance, stoop, crouch, kneel and climb stairs. Occasionally required to lift and/or carry and move up to 30 pounds. Specific vision abilities required close, color, distance, peripheral, depth perception and ability to adjust focus. Hear noises and distress signals in the teen environment with background noise and perform all needed rescues skills. Ability to occasionally, run in case of an emergency.

Work Environment:

While performing the duties of the incumbent is exposed to a normal work environment and weather conditions prevalent at the time. Noise level in the work environment is moderate but at time can be loud.

Americans with Disabilities Specifications:

The physical demands described here are representative of those that must be met by an employee to successfully perform the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

How to Apply:

Interested candidates should respond to Scott Sears, Associate Executive Director at (315) 474-6851, ext. 341 or email their application to llipari@syracuseymca.org or Laura Lipari, Human Resources Coordinator at (315) 474-6851, ext. 356 or email their application to llipari@syracuseymca.org, no later than September 20, 2017.

The YMCA of Greater Syracuse reserves the right to interview only those internal candidates that based on their qualifications, experience and background meets the requirements of the job vacancy.