

Manager, Operations
Foothill-De Anza Community College District

Direct Link: <https://www.AcademicKeys.com/r?job=263639>

Downloaded On: Oct. 8, 2025 5:14pm

Posted Oct. 8, 2025, set to expire Jun. 1, 2026

Job Title Manager, Operations
Department Staff
Institution Foothill-De Anza Community College District
Los Altos Hills, California

Date Posted Oct. 8, 2025

Application Deadline Open until filled
Position Start Date Available immediately

Job Categories Professional Staff

Academic Field(s) Administration - Other

Apply Online Here <https://apptrkr.com/6630687>

Apply By Email

Job Description

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Manager, Operations

Initial Review Date: 11/07/2025

*For full-consideration, all application packets must be received by 11:59 pm on the initial review date.

Salary Grade: A2/A3 - G

Full Salary Range: \$117,317.03 - \$165,076.85 annually**

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****Actual placement is based on applicant's verified education and experience (Customary Hiring Range:\$117,317.03 - \$129,342.03 annually).** In addition, candidates with verified educational units beyond the minimum qualification may qualify for additional pay.

The Foothill-De Anza Community College District is currently accepting applications for the management position above.

The Foothill - De Anza Community College District does not have a remote work policy. All employees are expected to be available to work in person and on-site per the requirement of the department.

The Foothill-De Anza Community College District does not reimburse applicants for travel, lodging or any other costs incurred by applicant to attend interviews. All interviewing costs incurred will be the responsibility of the applicant.

Foothill - De Anza Community College District Mission Statement:

The mission of the Foothill-De Anza Community College District is student success and educational excellence. The district and its colleges provide access to affordable, quality educational programs and services that develop a broadly educated and socially responsible community that supports an equitable and just future for California and the global community. Every member of our district contributes to a dynamic instructional and learning environment that fosters student engagement, equal opportunity, and innovation in meeting the various educational and career goals of our diverse students. Foothill-De Anza is driven by an equity agenda and core values of integrity, inclusion, care for our students' well-being, and sustainability.

De Anza College Mission Statement:

De Anza College provides an academically rich, multicultural learning environment that challenges students of every background to develop their intellect, character and abilities; to realize their goals; and to be socially responsible leaders in their communities, the nation and the world.

De Anza College fulfills its mission by engaging students in creative work that demonstrates the knowledge, skills and attitudes contained within the college's Institutional Core Competencies:

- Communication and expression
- Information literacy
- Physical/mental wellness and personal responsibility
- Civic capacity for global, cultural, social and environmental awareness

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- Critical thinking

POSITION PURPOSE:

Reporting to an assigned administrator, manage, plan, organize and supervise the day-to-day operations associated with cleaning and care of campus buildings, grounds maintenance.

NATURE and SCOPE:

The Manager, Operations - De Anza plans, supervises and evaluates the activities of the custodial, and grounds staff for De Anza College.

KEY DUTIES and RESPONSIBILITIES:

The following duties and responsibilities are typical but not limited to the following:

1. Recommend and assist in the implementation of goals and objectives, establish schedules and methods for building maintenance; implement policies and procedures.
2. Plan, prioritize and assign a variety of tasks to custodial staff to ensure that buildings are properly maintained, providing a clean, safe environment for students, faculty and staff.
3. Plan, prioritize and assign a variety of tasks to grounds staff to ensure that all landscaped and natural grounds are properly maintained and to further endure that water conservation goals are met and athletic venues are safe for athletes and coaches to use.
4. Prepare work schedules and make relief assignments as required; prepare vacation and summer work schedules for staff.
5. Inspect equipment, verify work progress and completed work of custodians, grounds crew staff for accuracy, proper work methods, techniques, and compliance with applicable standards and specifications ensuring standards are achieved.
6. Inspect buildings and grounds with respect to health and safety standards and prepares inspection reports as appropriate.
7. Coordinate with Environmental Health and Safety staff as necessary to comply with state and federal regulations.
8. Coordinate with Risk Management regarding mandatory training for all Custodial and Grounds staff.
9. Participate in the selection, training and motivation of staff; conducts performance evaluations of staff supervised; provide or coordinate staff training; work with employees to correct deficiencies; implement discipline procedures.
10. Purchase necessary supplies, materials and equipment.
11. Participate in budget preparation and administration; prepare cost estimates for budget recommendations; submit justifications for needed custodial, grounds and materials; monitor and control expenditures.
12. Prepare necessary records and reports; prepares project status reports as requested; maintain records of projects, activities, materials and hours.
13. Prepare instructional bulletins, correspondence, and reports.
14. Support, implement, and promote compliance with the District's Diversity and Equal Opportunity Plan in all aspects of employment and education; encourage cultural and ethnic diversity in staffing, curriculum, programs, and services.
15. Assure compliance with the District's Injury and Illness Prevention Program by providing motivation, incentives, and discipline to assigned staff; maintain a safe work environment, enforcing safe work practices, reporting and investigating accidents, maintaining necessary documentation, and requiring employees to receive mandated training.
16. Performs other related duties as assigned.

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EMPLOYMENT STANDARDS

Knowledge:

1. Principles of supervision, training, and performance evaluation.
2. Modern custodial methods, materials and equipment used in institutional setting.
3. Grounds maintenance and landscape problem/solution maintenance,
4. Quality and use of cleaning supplies and equipment.
5. Care and cleaning of various types of heating, ventilating, and lighting equipment.
6. Safety rules and regulations applicable to the operation of equipment and performance of custodial, and grounds, duties; Hazardous Materials Waste Management.
7. Modern office practices, methods, and computer equipment.
8. Principles and procedures for record keeping and reporting.
9. Principles of budget preparation and control.
10. Safe driving principles and practices.

Skills and Abilities:

1. Understanding of, sensitivity to, and respect for the diverse academic, socio-economic, ethnic, religious, and cultural backgrounds, disability, and sexual orientation of community college students, faculty and staff.
2. Support, implement, and promote advancement of the District's equity goals, and Diversity and Equal Opportunity Plan in all aspects of employment.
3. Identify landscape maintenance needs/strong attention to detail
4. Lay out work assignments and to organize a program and see that it is carried out.
5. Work with, train, instruct, supervise, and evaluate assigned staff.
6. Exercise good judgment, flexibility, creativity, and sensitivity in response to changing situations.
7. Communicate clearly and concisely, both orally and in writing.
8. Maintain working relationships with those contacted in the course work.

MINIMUM QUALIFICATIONS:

1. Understanding of, sensitivity to, and respect for the diverse academic, socio-economic, ethnic, religious, and cultural backgrounds, disability, and sexual orientation of community college students, faculty and staff.
2. Associate's degree or the equivalent.
3. Five (5) years of experience in custodial work.
4. Two (2) years grounds experience.
5. Two (2) years in an increasingly responsible management or supervisory capacity.

Preferred Qualifications:

1. Bachelor's degree.
2. Experience in maintaining sports venues.

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License and Certifications:

1. Possession of an appropriate California operator's license issued by the State Department of Motor Vehicles.

WORKING CONDITIONS:

Environment:

1. Typical office environment; subject to some travel to conduct work and physical activities.
2. Grave shift.
3. Evening hours.

Physical Abilities:

1. Hearing and speaking to exchange information in person and on the telephone and make presentations.
2. Dexterity of hands and fingers to operate a computer keyboard.
3. Vision sufficient to read various materials.
4. Sitting for extending periods of time.
5. Bending at the waist.
6. Lifting and carrying objects up to 20 lbs.

APPLICATION PACKET:

1. A District on-line application on <http://hr.fhda.edu/careers/>. *In the application, you will provide information, which demonstrates your understanding of, sensitivity to, and respect for the diverse academic, socio-economic, ethnic, religious, and cultural backgrounds, disability, and sexual orientation of community college students, faculty and staff. Additionally, you will be asked to explain how your life experiences, studies or work have influenced your commitment to diversity, equity and inclusion.
2. A cover letter addressing your qualifications for the position.
3. A current resume of all work experience, formal education and training.

If any required application materials are omitted, the committee will not review your application. Items not required (including reference letters) will not be accepted. For full-consideration, all application packets must be received by 11:59 pm on the closing date.

Please allow yourself ample time to complete your application and resolve any technical difficulties that may arise with your submission. We do not guarantee a response to application questions within 48 hours of the closing date.

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CONDITIONS OF EMPLOYMENT:

Position: Full-Time, Contract, 12-months per year

Starting date: As soon as possible upon completion of the search process.

Annual salary plus benefits; excellent benefits package which includes coverage for employee and eligible dependents, dental, vision care, employee assistance program, long term disability, retirement benefits and basic life insurance. For information on our benefits package that includes medical for employees and dependents, visit our web site: <http://hr.fhda.edu/benefits/index.html>

Persons with disabilities who require reasonable accommodation to complete the employment process must notify Employment Services no later than the closing date of the announcement.

The successful applicant will be required to provide proof of authorization to work in the U.S.

For more information about our application process contact:

Employment Services

Foothill-De Anza Community College District

12345 El Monte Road

Los Altos Hills, California 94022

Email: employment@fhda.edu

<http://hr.fhda.edu/>

To apply, visit <https://fhda.csod.com/ux/ats/careersite/4/home/requisition/2280?c=fhda>

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Contact Information

Please reference Academickeys in your cover letter when applying for or inquiring about this job announcement.

Contact

Staff

Foothill-De Anza Community College District

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