



# SEYCHELLES BROADCASTING CORPORATION

## JOB DESCRIPTION

<b>Post Title:</b>	<b>Housekeeper</b>
<b>Reporting to:</b>	Administrative Officer
<b>Salary Band:</b>	Band 01 (SR7k - 9k Basic) + Applicable Allowances

### Job Purpose

Cleaning and tidiness of different allocated areas of the SBC building and any other location associated with the Corporation, to ensure that the required level of cleanliness is maintained.

### Key Result Areas

#### FUNCTIONAL

- Conduct day-to-day cleaning of offices and other areas within the SBC building, as assigned
  - Clean external Radio/TV commentary boxes, and other external facilities, as and when necessary
  - Ensure the necessary housekeeping logistics in place for meetings as and when required
  - Conduct after-meeting clearing tasks as and when required
  - Dispose of assigned bins on a daily basis
  - Demonstrate proactiveness to prevent any lacking
  - required tools or cleaning materials that can affect the expected cleanliness levels at all times
  - Demonstrate creativity and take initiative to continuously uphold both the cleanliness and general aesthetical levels throughout the building
  - Demonstrate professionalism through appropriate verbal interaction with both staff and visitors whenever the need arises
  - Alert the SBC Management, through the Line Managers, about serious matters that require appropriate actions to be taken
  - Build and enhance an adequate knowledge of, and compliance with the Health and Safety principles and practices, consistent with responsibilities
- Any other relevant duties assigned by the Line Managers

A job description is a written statement of the essential characteristics of the job, with its accountabilities, principal job purpose & results areas. It incorporates a note of the skills, knowledge and experience required for a satisfactory level of performance. It is not intended to be a complete, detailed account of all aspects of the duties involved. Nor does it supplant contractual obligations.

## **ORGANISATIONAL**

### **Ensure cost-effective utilization of Resources.**

*Specifically:*

- Eliminate or Reduce Wastage, where identified.
- Continually find ways to perform functions cost-effectively.
- Proper Planning to reduce costs.
- Ensure equipment & assets are used and maintained properly.

### **Assist in the development and promotion of a Safety, Health & Environmental culture within the SBC.**

Set a personal example in Health & Safety compliance through:

- Observing safe working practices as advised and instructed.
- Considering Safety & Health of self and others who may be affected by work activities.
- Being an advocate of greener environmental practices, notably in Energy saving and cutting down on waste
- Reporting incidents or hazards which have led or may lead to injury.
- Building and enhancing an adequate knowledge of, and compliance with the Health and Safety principles and practices, consistent with your responsibilities.

### **Essential Qualifications/Experience/Skills**

- Experience in a similar position
- Secondary level of education
- Ability to communicate well, verbally with both internal and external customers.
- Good organisational and time management skills.
- Strong self-motivation and the ability to work with a degree of autonomy and to use one's own initiative.
- Reliable and Trustworthy.

## Core Behavioural Competencies

<b>TEAMWORK</b>	<ul style="list-style-type: none"> <li>• Fosters a sense of team spirit by establishing strong interpersonal relationships, demonstrating respect for other team members and proactively offering support</li> <li>• Solicits input by genuinely valuing others' ideas and expertise; is willing to learn from others</li> <li>• Works collaboratively with others by seeking to understand and make best use of team members' diverse ideas, working styles, skills and backgrounds</li> <li>• Supports and acts in accordance with final group decisions, even when such decisions may not entirely reflect own position</li> <li>• Shares credit for team accomplishments and accepts joint responsibility for team shortcomings</li> </ul>
<b>ACCOUNTABILITY</b>	<ul style="list-style-type: none"> <li>• Takes ownership of tasks and functional responsibilities</li> <li>• Presents oneself as a credible representative of the Corporation and demonstrates a commitment to delivering on one's duties.</li> <li>• Justifies decisions taken, with confidence, openness and honesty.</li> <li>• Takes responsibility for seeing efforts through.</li> <li>• Makes sound and fair judgment.</li> <li>• Makes informed and accountable conclusions and decisions.</li> <li>• Is open to feedbacks and uses errors or oversights as learning points</li> </ul>
<b>ADAPTABILITY</b>	<ul style="list-style-type: none"> <li>• Easily adjusts priorities, activities, and attitude to meet new deadlines and information and to achieve objectives.</li> <li>• Anticipates and responds with energy, to new challenges, the unfamiliar and the urgent.</li> <li>• Thinks of ways to make changes work, rather than resisting them.</li> <li>• Makes suggestions for increasing the effectiveness of a changing environment.</li> <li>• Plans ahead and has an alternative option in case things go wrong or unexpected</li> <li>• Keeps an open mind and shows willingness to learn new methods, procedures, and techniques that embrace change.</li> <li>• Able to prioritise effectively and plan flexibly to be able to deal with change.</li> </ul>
<b>RELIABILITY</b>	<ul style="list-style-type: none"> <li>• Is dependable and can be relied on in different circumstances.</li> <li>• Gets the job well-done every time and within deadlines.</li> <li>• Shows up to work on time.</li> <li>• Goes the extra mile to produce expected results even in tight deadlines.</li> <li>• Persists through difficult tasks and brings out credible results.</li> </ul>
<b>CONDUCT &amp; INTERPERSONAL SKILLS</b>	<ul style="list-style-type: none"> <li>• Behaves in a professional and appropriate way to set the right example in the workplace.</li> <li>• Takes responsibility for own actions; accepts own mistakes and does not blame others for a job not well done or not done.</li> <li>• Behaves in a manner that is accepting, respectful and inclusive of all people.</li> <li>• Puts continuous effort into building and maintaining relationships.</li> <li>• Accepts conflict as an opportunity to strengthen relationships.</li> <li>• Responds willingly to requests for help and information, where possible</li> <li>• Is honest and open-minded.</li> <li>• Has a 'can-do' and 'will-do' attitude</li> </ul>