

Fraternity House Director

Kappa Alpha Order, Mississippi State University

Status: Exempt

Summary: The duties and responsibilities below are a general outline and not to be considered inclusive. The House Director shall report to the House Corporation Board and contact the appropriate officer with any questions about the policies, regulations or expectations. The House Corporation Board may from time to time request other reasonable duties to be performed as the need dictates.

For more information, please contact Andrew Bush at 601-613-3971 or Andrew@estesgroup.net

Safety and Health:

1. Work to develop and maintain a safety-consciousness working and living environment with employees and Chapter members. Post emergency evacuation procedures.
2. Be familiar with local fire code requirements and other emergency procedures and maintain a list of emergency contacts including the University and city/county police, fire, medical and counseling services in a convenient location.
3. In partnership with the House Manager, supervise emergency fire and tornado drills each semester.
4. Ensure that all life-safety equipment is well maintained and in good working order. Once a month, check fire extinguishers, smoke detectors, smoke and fire alarms, security systems, and access code systems. Schedule life safety inspections as requested and required.
5. Maintain a written log of all safety drills and safety equipment checks. These drills should be done at least once a semester (unless otherwise discussed with the House Corporation).
6. Promptly report to the House Corporation and Property Management Company representative any problems with fire extinguishers, smoke detectors, alarm system or any other security or safety risk, including fire hazards.
7. Perform a security check of the Chapter House before retiring; we highly encourage the House Director to be on site by 11pm. Such check entails securing (closing and locking) all outside doors and windows on the ground and sub ground levels, drawing shades and draperies and closing blinds.
8. Conduct one unannounced fire drill each semester at a time and date to be determined by the House Director.
9. Ensure the house is safe and locked securely, fire escapes are secure, security guards are trained and in place and trained (where applicable) and that entrances and hallways are unobstructed at all times.
10. Perform a random, daily walk through of the entire chapter house, including both the interior and exterior of the property to review for any safety or maintenance related needs.

11. Know the Organization's protocol for responding to critical incidents and file appropriate documentation/incident report to House Corporation/Property Management Company.
12. Become familiar with and oversee compliance with student safety protocol required or recommended by the University/College, such as those outlined in resources provided by the University's Student Counseling Center, the Office of the Dean of Students, and the Office of Environmental Health and Safety.

House Maintenance/Housekeeping:

1. Become knowledgeable about the house, furnishings, equipment, and grounds.
2. Supervise all repairs to and maintenance of the house and its furnishings, equipment, and grounds to ensure that such repairs and maintenance are completed in accordance with *Organization Name's* standards and guidelines.
3. Supervise all deliveries.
4. Promptly report any mechanical failures, required repairs, and equipment needs to the Property Management Company.
5. Meet with and supervise repairmen, workers, and contractors who are on site for maintenance issues as may be requested by Property Management representative.
6. Maintain a log of all maintenance services to be used as verification for invoices, i.e. dates of lawn mowing, pest service, snow removal, etc.
7. Participate in the minor repairs, maintenance, and upkeep of the house as would normally be expected of any tenant, including running certain errands as may be needed.
8. Confer regularly with the House Manager and/or House Committee to exchange ideas and recommendations on house operations including house maintenance responsibilities of the chapter and safety procedures.
9. During the summer months when the house is closed, the House Director shall be available to oversee any necessary repairs or maintenance and also to oversee and coordinate any conferences or other activities that may be scheduled.
10. Ensure the standards of housekeeping are followed and encourage careful upkeep of the house and property, with an emphasis on the public areas of the house and grounds.
11. Manage the purchase and storage of supplies necessary for the normal maintenance of the house according to the guidelines established and within the allotted budget.
12. Perform and maintain an annual inventory of all house furnishings, cooking utensils and equipment, miscellaneous kitchen items, flatware, glassware, china, silver, and other items that are not personal property of the Chapter members and provide this inventory to the House Corporation.
13. Provide prompt notification to the House Corporation when items are found missing or in need of repair.

Food Service Management:

1. In partnership with the House Manager and Cook (or kitchen management representative) supervise the planning of meals that are varied, appetizing, of good quality and nutritional value while maintaining costs within an allotted budget. Ensure the use of fresh vegetables and fruits when possible. Post menus on a weekly or bi weekly basis as appropriate.
2. Manage the security of the kitchen, equipment, and food items. Supervise residents who require access to the kitchen (or ensure they are escorted by the Cook). Ensure the kitchen (i.e. – areas with stove) is locked following the noon and evening meals and unlocked for breakfast.
3. Assist with breakfast as needed, oversee the lunch buffet, dinner and preside at the evening meal and other special meals as requested by the Chapter or House Corporation.
4. In partnership with the House Manager and Cook, supervise the planning of food for special occasions. Supervise the food/dining room preparation, serving, and cleanup for these occasions. Assist the collegiate chapter with communicating the food items that need purchasing for these occasions.
5. Supervise the meal service and cleanup.
6. Communicate with Cook or kitchen management team to maintain the kitchen inventory of silverware, dishes, glassware, and serving utensils, plates, bowls etc.

Opening and Closing of Chapter House:

1. Coordinate and supervise preparation of the house for opening at the beginning of the school year and after relevant school year breaks. Refer to the guidelines provided by the Property Management Company.
2. Check all rooms before Chapter members take possession and complete a damage/cleaning survey sheet for each room. Review with each occupant, at time of move in, and obtain her signature.
3. Be present at the house on each opening day to greet students and parents and provide assistance as needed.
4. Coordinate and supervise the preparation of the house for closing prior to all school year breaks during which the house is scheduled to close and at the end of the school year. Refer to the guidelines provided by the Property Management Company.
5. With the collegiate House Manager, recheck each room at the end of each semester, and complete a damage/cleaning survey. Review with each occupant and obtain her signature. Send survey sheets to the Property Management Company and House Corporation at the end of each semester.
6. Be present at the house on closing days to provide assistance as may be required. Without exception, the House Director is to be the last person to leave the house and lock up.
7. Maintain a set of keys and or access codes to all doors.

Home-like Atmosphere:

1. Be responsible for creating a pleasant home-like atmosphere, maintaining standards of good taste and cooperating in every way to promote the welfare of Chapter members both in residence and living elsewhere.
2. Become familiar with campus and community health, safety and welfare services and resources available to members for professional help or guidance.
3. Promote the use of good manners and proper etiquette not only by example, but through frequent, informal discussions on these and related topics with the general membership.
4. The House Director shall not act as a disciplinarian nor is to be involved with the internal business of the Chapter. As an employee of the Corporation, problems that arise regarding the facility and its operations are to be discussed only with the House Corporation/Property Management company and problems with the Chapter, or its individual members, are to be discussed with the Chapter Advisors.
5. Maintain in strict confidence the workings of the Chapter and Fraternity as well as their social and financial affairs and those of the members.
6. Eat at least one meal a day with the residents, encouraging a friendly and engaging atmosphere.

Social Functions:

1. Assist the Collegiate Property (House) Manager or other appropriate Chapter officer, as requested, in the planning of social functions to be held at the Chapter house.
2. Attend social functions at the Chapter House as requested by the Chapter or Alumnae Advisory Committee.
3. Be present during formal recruitment week and other recruitment functions for formal introductions to potential new members.
4. Meet and welcome guests to the house, including parents, alumnae and volunteers.

Alcohol, Smoking and Social Conduct:

1. Be knowledgeable of all local house rules as well as *Organization's Name* and University policies on alcohol, drugs, visitation and social conduct. Observe and comply with the same.
2. Illegal and illicit drugs are not allowed on the property at any time.
3. Violations of these rules shall be documented and reported immediately to the Chapter Adviser and House Corporation as appropriate.
4. The House Director shall at all times set the best possible example for the Chapter members.
5. Work in partnership with the House Corporation and chapter leadership when performing room searches and seizure of prohibited items. The House Director is not to initiate and/or perform room searches without at least one officer or adviser present. Any contraband found during a room search should be properly disposed of.

General Guidelines:

1. The House Director shall establish regular and standard hours of availability to Chapter members. During these hours, the House Director is expected to be available and welcoming to Chapter members. If he/she must be absent during these hours, a note should be left on her door advising when he/she will return.
2. When the House Director leaves the Chapter House for an extended period of time, he/she should provide the telephone number and location of her whereabouts so he/she could be reached in the event of an emergency situation. This information should be posted on the apartment door.
3. The House Director shall not have the authority to enter into any contracts for goods or services on behalf of the Chapter or Corporation.

Personal Guests and Entertainment:

1. The House Director may have guests visit the Chapter House. These guests are expected to abide by the rules and regulations of our facility while on site.
2. There are to be no overnight guests of the House Director.
 - Previous experience as a facility manager or House Director is beneficial.
 - Ability to communicate effectively with staff, management, members and vendors
 - Ability to endure the physical demands of managing a property. This includes, but is not limited to, transporting equipment, standing for long periods of time, bending, lifting various size/weight objects, climbing stairs, and walking distances.
 - Availability to reside at the chapter facility and be on call for urgent situations.
 - Knowledge of computers, budgets, forecasting and scheduling; Office, Word, Excel, Quick Books, On-line banking, Scanning, Faxing, Email – attaching documents, working in On-line forms (filling them out on-line, or simply printing, and then scanning to reattach to emails.)
 - Background in meal planning, preparation and nutrition is a benefit

The House Corporation is committed to reviewing their policies and procedures on a regular basis. Accordingly, the policies, procedures and duties outlined in this job description are subject to review and change at any time without notice. No communication or practice shall be construed to limit the reasons or procedures for termination or modification of the employment relationship.

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