

PART II	DEPARTMENT OF HUMAN RESOURCES DEVELOPMENT	2.660
	STATE OF HAWAII	2.662
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Minimum Qualification Specifications
for the Classes:

CONSTRUCTION AND MAINTENANCE SUPERINTENDENT IV
CONSTRUCTION AND MAINTENANCE SUPERINTENDENT V
CONSTRUCTION AND MAINTENANCE SUPERINTENDENT VI

Education Requirement

Graduation from high school or equivalent. Excess work experience of the type and quality described below; or work experience requiring the ability to read and comprehend and apply written directions or a high degree of verbal skill may be substituted for the Education Requirement on a year-for-year basis.

Experience Requirements

Applicants must have had progressively responsible work experience of the kind and quality described below and in the amounts shown in the following table or any equivalent combination of training and experience:

Class Title	Specialized Experience (Years)	Supervisory Experience (Years)	Administrative Experience (Years)	Total Exp (Years)
Construction & Maintenance Superintendent IV	5	1	0	6
Construction & Maintenance Superintendent V	5	2	*	7
Construction & Maintenance Superintendent VI	5	2	1	8

Specialized Experience: Applicants must have one or a combination of the following:

1. Work experience in the construction, remodeling, repair, alternation or maintenance of highways, harbors, airports or other facilities and structures which required knowledge of the practices, methods, techniques materials, costs, equipment and tools necessary to carry out these activities; or
2. Professional engineering work experience which required knowledge of the construction, remodeling, repair, alternation or maintenance of highways, harbors, airports, or other facilities and structures; and the knowledge and application of engineering practices and the physical mathematical and engineering principles.

Supervisory Experience: Work experience which included such factors as establishing work methods and procedures; planning, scheduling and reviewing the work of others; preparing cost estimates for labor, equipment and materials; and maintaining records and reports of costs, supply, equipment and personnel data.

Administrative Experience: Administrative experience which involved active participation in, and major responsibility for the development, management, execution and coordination of policies and programs.

*Administrative Aptitude: For the Construction and Maintenance Superintendent V level, applicants must possess administrative aptitude. Administrative aptitude will be considered to have been met when there is strong affirmative evidence of the necessary administrative aptitudes and abilities. Such evidence may be in the form of success in regular or special assignments or projects which involved administrative problems (e.g., in planning, organizing, promoting, and directing a program, including policy and budgetary considerations; and/or providing staff advice and assistance in such matters); interest in administration demonstrated by the performance of work assignments in a manner which clearly indicates awareness of administrative problems and the ability to solve them; completion of educational or training courses in the area of administration accompanied by the application of the principles, which were learned, to work assignments; management's observation and evaluation of the applicant's leadership and administrative capabilities; success in trial assignments to managerial and/or administrative tasks.

Substitutions Allowed

1. A bachelor's degree from an accredited college or university in a pertinent field of engineering may be substituted for a maximum of 3 years of the required Specialized Experience.
2. Excess Administrative Experience of the type and quality described above may be substituted for the required Supervisory Experience on a year-for-year basis.

Quality of Experience

Possession of the required number of years of experience will not in itself be accepted as proof of qualification for a position. The applicant's overall experience must have been of such scope and level of responsibility as to conclusively demonstrate that he/she has the ability to perform the duties of the position for which he/she is being considered.

Selective Certification

Specialized knowledge, skills and abilities may be required to perform the duties of some positions. For such positions, Selective Certification Requirements may be established and certification may be restricted to eligibles who possess the pertinent experience and/or training required to perform the duties of the position.

Agencies requesting selective certification must show the connection between the kind of training and/or experience on which they wish to base selective certification and the duties of the position to be filled.

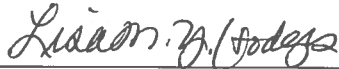
Tests

Applicants may be required to qualify on an appropriate examination.

Physical and Medical Requirements

Applicants must be able to perform the essential functions of the position effectively and safely, with or without reasonable accommodation.

This is an amendment to the minimum qualification specifications for the classes CONSTRUCTION AND MAINTENANCE SUPERINTENDENT IV, V, AND VI which were approved on August 27, 1969.

Date Approved: 11/5/14 
for CINDY S. INOUE, Interim Director
Department of Human Resources Development