



Quality Assurance Mission Statement: Through a Total Quality Concept, provide everyone who works, visits or participates in our facilities, parks and programs with a safe, enjoyable and fulfilling experience.

October 18, 2024



SANTAS AND SANTA'S HELPER



To apply online: <https://www.governmentjobs.com/careers/norfun/> or submit to the HR Office, located at the District's Administrative Center, 3825 Riverlakes Drive, Bakersfield, Ca., 93312, a District Employment Application (resume's will be accepted only with a completed Application) and a DMV printout with application. Current employees can submit an Employee Job Interest Form. The application or Job Interest form can be downloaded from the District's website at www.norfun.org, Human Resource, Current Opportunities or request from the Personnel Office at 392-2000.

APPLY EARLY, OPEN UNTIL FILLED

BASIC FUNCTION: Santa and Santa's Helper will conduct visits, in the spirit of the holiday season, to residents within the District, greeting children, aged 8 and under, with each visit lasting 5 – 10 minutes.

SALARY: \$17.00 per hour

NUMBER OF POSITIONS: 4; 2 Santas and 2 Santa's Helpers (or 2 couples)

TEMPORARY WORK ASSIGNMENT: 20 - 25 hours per week, weekday evenings, 4:30 pm - 9:30 pm, possible Saturdays dependent upon program needs. Schedule will be pre-determined prior to the start of the assignment. Santa Home Visit season runs from 12/02/2024 through 12/19/2024. Employees would start in November to prepare for the season and for orientation.

QUALIFICATIONS: Ability to communicate with both children and parents in a positive manner; schedule and organize routes, read a map, and report to scheduled appointments on time. Must be able to work the assigned schedule and designated area. Ability to provide own transportation to multiple locations (mileage will be reimbursed) and must possess a valid CA driver's license and provide proof of auto insurance. Must be able to relate to other people beyond giving and receiving instructions; can get along with co-workers or peers without exhibiting behavioral extremes; perform work activities requiring negotiating, instructing, supervising, persuading, or speaking with others; and respond appropriately to criticism from a supervisor.

PHYSICAL DEMANDS AND WORK ENVIRONMENT: Work activities are performed in an environment that includes commuting by automobile from site to site, constant interaction with children and adults at various homes. Costume is required and provided by the District. The qualification requirements listed above are representative of the knowledge, skill, and/or ability required to perform the essential functions of the job. Physical demands and work environment characteristics are representative of those an employee encounters while performing the essential functions of the job. Reasonable accommodation may be made to enable individuals with disabilities to perform the essential functions.

QUALITY ASSURANCE: Provide outstanding customer service; interact with customers and co-workers in a positive and courteous manner; maintains respectful attitude; consistently reports to work on time prepared to perform job duties; as a team member, responsible for the efficient and effective delivery of services.

DUTIES AND RESPONSIBILITIES: The following typical tasks and responsibilities are representative of the position's essential duties. Responsible for following a pre-determined schedule within the assigned shift; assist co-worker with any last minute changes to schedule and/or route; read a map; and may be required to drive own vehicle to and from each visit (mileage reimbursed at current IRS rate). Must wear a District issued costume and responsible for maintaining and keeping clean. Arrives on time and cheerfully greets the children and families; gives each child a candy cane; and is responsible for monitoring the length of each visit ensuring timely arrival at the next appointment site. Will be required to communicate regularly with supervisor and perform other duties as assigned.

AN EQUAL OPPORTUNITY EMPLOYER

North of the River Recreation and Park District, 3825 Riverlakes Dr, Bakersfield, Ca. 93308, (661) 392-2000, www.norfun.org

SUPPLEMENTAL QUESTIONNAIRE

Santa and Santa's Helper

APPLICANT: _____ **DATE:** _____

GENERAL INFORMATION

The information provided in your application must support your selected answers in the supplemental questions. The information you provide will be verified and documentation may be required. Please be as honest and accurate as possible. You may be asked to demonstrate your knowledge and skills in a work sample or during an interview. By completing this supplemental questionnaire you are attesting that the information you have provided is accurate. Any misstatements, omissions, or falsification of information may eliminate you from consideration or result in dismissal.

- Yes, I understand and agree
- No, I do not agree

- 1. Describe your experience working with the public.**

- 2. Describe your experience working with children.**

- 3. Describe your familiarity with the North of the River Community and your ability to use mapping resources if needed.**

- 4. Describe any past experiences you have in acting, particularly in roles that involve portraying characters like Santa Claus or similar festive figures.**



PERSONNEL OFFICE

3825 Riverlakes Drive, Bakersfield, California 93312
Office (661) 392-2000 www.norfun.org

AN EQUAL OPPORTUNITY EMPLOYER

All qualified applicants will receive consideration without regard to sex, marital status, race, age, creed, national origin, color, religion, mental or physical disability, veteran status, medical condition, sexual orientation or any other legally protected status.

| | |
|-------------------------------|----------------------|
| POSITION APPLYING FOR: | TODAY'S DATE: |
|-------------------------------|----------------------|

How Did You Hear About This Job Opening? Friend/Relative: _____ Walk-in Newspaper
 District Website Other internet site (please specify): _____ Other (please specify): _____

APPLICATION INSTRUCTIONS

- This application must be filled out completely.** Incomplete or illegible applications will be rejected. Applications must be received in the Personnel Office no later than the date and time noted in the job announcement.
- Notify the Personnel Office immediately if you have a change of address, phone, or employer.
- Resumes may be attached to application but are not to be substituted for completing any section of this application including writing "See Resume."**
- You must submit any material that is required with your application. Any material submitted during the application process becomes the property of the District unless otherwise specified in the job announcement. Applicants who wish to retain copies must make their copies prior to submitting the materials.
- Please complete the attached Applicant Data Record. Avoid any other reference to religion, politics, race or nationality.
- A separate application is required for each position.
- Applicants meeting the minimum qualifications for the position may receive a supplemental questionnaire and/or will be contacted to proceed with the recruitment.

APPLICANT INFORMATION

PRINT NAME: _____ **HOME PHONE:** _____ **CELL PHONE:** _____
HOME ADDRESS: _____
Number Street City State Zip Code
E-MAIL: _____ **What's the best phone number to reach you at?**

The best number to reach you would be (check any that apply): Home ___ Cell ___ Business ___ E-mail ___

Availability for Employment: List the days and hours you are available to work.

| Monday | Tuesday | Wednesday | Thursday | Friday | Saturday | Sunday |
|--------|---------|-----------|----------|--------|----------|--------|
| | | | | | | |

Are there any times that you are not available to work? Be sure to consider family vacations, summer school, etc.

Have you ever worked for North of the River Recreation & Park District? Y N | Have you ever applied for NOR? Y N
 If yes to either of the above, list date(s): _____ What Position(s)? _____
 List any different name(s) used: _____

Do you have any friends or relatives working for NOR? N Y Name(s) and relationship: _____

Are you over 18 years of age? Y N If under 18, can you, after an offer of employment, submit a work permit? Y N

Have you ever been convicted of any offense other than a minor traffic violation? Y N
If yes, briefly describe below, or on a separate piece of paper or complete the district's Conviction Review form and attach to this application.
(Note: No applicant will be denied employment solely on the grounds of conviction of a criminal offense. The nature of the offense, the date of the offense, the surrounding circumstances and the relevance of the offense to the position(s) applied for may, however, be considered.)

EDUCATION AND TRAINING

Circle highest grade completed: 1 2 3 4 5 6 7 8 9 10 11 12 Graduated: Yes No Passed GED Test: Yes No
 Name / location of High School (City and State): _____

Colleges, Universities, Business or Trade Schools *List all applicable to this position.*

| Name of School | Course Of Study | Years Completed | Degree Or Diploma |
|----------------|-----------------|-----------------|-------------------|
| | | | |
| | | | |

List additional training, skills, and extracurricular activities related to this position.

Certificates, Memberships, or Professional Licenses **related** to position (*per CA H&S Code 124235, Youth Sports Positions must complete Concussion Training and provide documentation prior to start date*):

EMPLOYMENT HISTORY (A RESUME WILL NOT BE A SUBSTITUTE FOR THIS SECTION)

Start with present or last job. **EXPLAIN ANY GAPS BETWEEN EMPLOYMENT.** Include military service assignments, volunteer activities, student period, or other special experience. Exclude organizations which indicate race, color, religion, sex, national origin or disability, or any other legally protected status. **A resume may be attached, but will not be a substitute for the information required in this section.**

How many years of experience do you have in relation to this position? PAID: # ___years OR UNPAID: # ___years

| Employer | City, State, Phone # | Work Performed | Dates Employed | Reason for Leaving |
|----------|----------------------|----------------|----------------|--------------------|
| | | | | |
| | | | | |
| | | | | |

If you have NO previous employment, please provide two adult references. (do not use family members for references)

| Reference Name | Phone # | How do you know him or her? | For how long? |
|----------------|---------|-----------------------------|---------------|
| 1. | | | |
| 2. | | | |

APPLICANT'S STATEMENT

Please read carefully

I hereby certify that I have not knowingly withheld any information that might adversely affect my chances for employment and that the answers given by me are true and correct to the best of my knowledge. I further certify that I have personally completed this application. I understand that any omission or misstatement of material fact on this application or on any document used to secure employment shall be grounds for rejection of this application or for immediate discharge if I am employed, regardless of the time elapsed before discovery.

I understand that nothing contained in the application, or conveyed during any interview which may be granted or during my employment, if hired, is intended to create an employment contract between me and the company. In addition, I understand and agree that if I am employed, my employment is for no definite or determinable period and may be terminated at any time, with or without prior notice, at the option of either myself or the District, and that no promises or representations contrary to the foregoing are binding on the District unless made in writing and signed by me and the District's designated representative.

I understand that a job offer would be contingent upon the following: I must submit proof of U.S. citizenship or legal right to remain and work in the United States and a criminal records check will be required through fingerprinting. I may be required to pass a physical examination and / or alcohol and drug screen.

I further understand, that I am required to abide by all rules and regulations of the District throughout my employment.

SIGNATURE OF APPLICANT: _____ **DATE:** _____

PERSONNEL USE ONLY:



APPLICANT DATA RECORD

To further its commitment to Equal Employment Opportunity, the District requests that applicants voluntarily provide the following information. This data will be kept in a confidential file separate from the Application for Employment solely for research purposes only to help us comply with government record keeping, reporting and other legal requirements. All information will be used in accordance with the state and federal regulations. Your cooperation in providing this information is essential to the success of the research and evaluation program.

Please print or type.

DATE: _____ POSITION APPLIED FOR: _____

AGE: _____ SEX: Male Female

RECRUITMENT RESEARCH: We would appreciate information on how you heard about this job opportunity in order to help us determine what the most effective recruitment source is. Please check one or more.

| | |
|--|---|
| <input type="checkbox"/> Walk-In | <input type="checkbox"/> District Website: www.norfun.org |
| <input type="checkbox"/> Newspaper (please specify): | <input type="checkbox"/> Other Internet Site (please specify): |
| <input type="checkbox"/> District Employee - name: | <input type="checkbox"/> Job Fair/Recruiter – (please specify event): |
| <input type="checkbox"/> Friend or Relative - name: | <input type="checkbox"/> Employment Agency (please specify): |
| <input type="checkbox"/> School (please specify): | <input type="checkbox"/> Other (please specify): |

EDUCATION: (Please check the highest level achieved)

- Not a High School Graduate Some College: How many years: _____
 High School Diploma/GED Bachelor's Degree: Major: _____

ETHNIC ORIGIN: (Please check one)

- White / Caucasian American Indian / Alaskan Native
 Black / African/American Asian / Pacific Islander
 Hispanic Other: _____
