



## Job Description

**Job title:** Customer Service Representative  
**Department:** Energy  
**Reports to:** Energy Program Manager  
**FLSA Status:** Non-Exempt

### General Description

The Customer Service Representative is responsible for educating, screening, and qualifying applicants for Spectrum's Low-Income Home Energy Assistance Program (LIHEAP) and Weatherization Program. Duties include presenting LIHEAP and Weatherization Program information to the public, qualifying low-income families and individuals for various energy assistance program eligibility.

### Primary Responsibilities

- Ensure customer satisfaction and the highest quality and accuracy of energy audits and assessments.
- Educate and screen applicants for eligibility.
- Examine applications and required documentation to qualify applicants according to the California Department of Community Services and Development (CSD) eligibility rules.
- Accept and route incoming calls as needed. Follow up on inquiries and return phone messages.
- Perform data entry into specialized databases.
- Assemble and mail requested materials.
- Handle crisis calls or refer to the Program Manager when appropriate.
- Welcomes and assists "drop in" clients in a cordial and competent manner.
- Schedules client appointments per department policy.
- Ensures complete confidentiality of client data.
- Assist in performing outreach and intake activities in the community.
- Some evening and weekend work required.
- Perform other duties as assigned.

The minimum qualifications, physical demands, and work environment characteristics described below are representative of those that must be met or will be encountered by an employee while performing the primary responsibilities of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the primary responsibilities.

### Minimum Qualifications

- High School Diploma/GED required.
- Well-organized, self-directed, and highly motivated.
- Clear and concise oral communication skills.
- Strong desire to work in the non-profit sector as well as interest in energy conservation.
- Solid writing skills and documentation knowledge.
- Government contract compliance experience preferred.
- Results-oriented problem solver.
- Strong business-to-consumer service orientation; skilled in working with the public in diverse communities.
- Proficient to excellent computer skills in Google Suite (ie: Google Docs, Sheets, Mail) and Microsoft Office (Microsoft Outlook, Word, Excel).
- Proficient use of social media and Internet.
- Must be able to read, speak, and write English fluently; Bilingual preferred (Spanish, Mandarin, Cantonese, Farsi).
- Ability to follow verbal and written instructions in English.

### Physical Demands

- While performing the duties of this job the employee is regularly required to sit, stand and move from one area to another.
- Finger dexterity for activities such as typing, use of the computer mouse, computer usage, recording money, grasping, and other repetitive motions.
- The employee is occasionally required to bend, reach, lift and relocate items weighing up to 10 lbs.
- Vision abilities required include close vision, distance vision and ability to adjust focus.

### Work Environment

- The work is performed indoors which is temperature controlled.
- The noise level is normally quiet.

### General Competencies

#### *Interpersonal*

- Strive for improvement in self and for Spectrum; make recommendations for improvements
- Respond timely to requests for information, service and assistance

- Demonstrate a positive and productive attitude; have an open mind and be objective, trustworthy, honest and ethical
- Maintain a high level of professionalism and confidentiality

#### *Organizational*

- Use and conserve organizational resources efficiently and effectively
- Prioritize and plan work activities
- Demonstrate consistency, reliability, accuracy and thoroughness
- Show respect and sensitivity toward cultural differences
- Promote a harassment and discrimination free environment
- Follow or exceed organizational standards
- Adhere to company policy and procedure; support Spectrum's goals and values

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*This job description in no way states or implies that these are the only duties to be performed by the employee(s) incumbent in this position. Employee(s) will be required to follow any other job-related instructions and to perform any other job-related duties requested by any person authorized to give instructions or assignments.*

*A review of this position has excluded the marginal functions of the position that are incidental to the performance of fundamental job duties. All duties and responsibilities are essential job functions and requirements and are subject to possible modification to reasonably accommodate individuals with disabilities. To perform this job successfully, the incumbent(s) will possess the skills, aptitudes, and abilities to perform each duty proficiently. Some requirements may exclude individuals who pose a direct threat or significant risk to the health or safety of themselves or others. The requirements listed in this document are the minimum levels of knowledge, skills, or abilities.*

*This document does not create an employment contract, implied or otherwise, other than an "at will" relationship.*