

**Franklin County Board of Commissioners
Classification Specification & Job Description**

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| <u>CLASSIFICATION TITLE:</u> Human Resources Officer 2, Recruitment | <u>CLASS NUMBER:</u> 60003 | <u>FLSA:</u> Non-Exempt |
| <u>AGENCY/DIVISION:</u> Department of Human Resources | <u>JOB TYPE:</u> Full Time, Classified | <u>PROBATION PERIOD:</u> 180 |
| <u>BARGAINING UNIT:</u> Non-Bargaining | <u>PAY GRADE:</u> N16 | <u>POSITION CONTROL</u> 060042 |
| <u>POSITION LOCATION:</u> 373 S. High St., 25 th FL., Columbus, OH 43215 | <u>TYPICAL WORK SCHEDULE:</u> Monday – Friday 8:00 AM – 5:00 PM | <u>SUPERVISOR (PCN):</u> Sr. Human Resources Administrator (060009) |
| <u>JOB TITLE (PCN) OF THOSE DIRECTLY SUPERVISED:</u> | | |

CLASSIFICATION PURPOSE:

The primary purpose of the Human Resources Officer 2 classification is to consult for assigned agencies regarding Human Resources matters, uphold the standards of the department, and act as a team lead.

JOB DUTIES:

Provide leadership and guidance within the unit. Demonstrate high proficiency in human capital subject matter and agency HRIS. Act as lead for recruitment, job postings, job selection, and job placements across all agencies. Review employment applications for minimum requirements and transferrable skills through a lens of diversity, equity, and inclusion and contact job applicants regarding potential employment opportunities. Participate in interviews, job fairs, internal/external meetings, trainings, and conferences. Seek out opportunities for recruiting in the community and build relationships with community partners to serve as referral sources for job applicants. Lead and coordinate advertisement of job postings across a variety of platforms, including social media platforms. Plan and execute hiring events. Draft correspondence related to personnel information as directed. Procure and review references, backgrounds, driver's abstracts, and public records requests. Make hiring recommendations to assigned agencies. Maintain all records pertaining to personnel documents, background checks, correspondence, reference checks, union contracts, work rules, and the county handbook. Notify job applicants when hiring decisions have been made. Utilize the agency computer and HRIS to retrieve information and update data. Assist in research, collection, and compilation of data to assist administration in evaluation and/or creation of agency recruitment and other personnel policies and procedures. Prepare and deliver speeches before specialized groups and public.

Assist assigned agencies in labor relations, position descriptions, classifications, personnel policies and procedures, and work rules. Work closely with agency executives on HR matters. Oversee and monitor the background check process including, but not limited to, maintaining contact with the Bureau of Criminal Investigations regarding mailed reports, auditing employee reports for compliance with the policy and applicable revised codes, and liaising with agency contacts regarding report completion and troubleshooting. Interpret sections of civil service laws, rules, regulations, work rules, and collective bargaining agreements.

Calculate employee adjusted service dates, determine new accrual rates, and establish new balances, if applicable. Conduct, analyze, and recommend action regarding job audits. Act as the hearing officer for disciplinary actions and involuntary disability separations. Process FMLA paperwork, as assigned. Conduct exit interviews. Prepare reports and trainings, as directed. Lead team projects to further the mission of HR and the BOC, as assigned. Complete unemployment claim responses and provide the Prosecutor's Office requested information for appeals. Represent HR in unemployment determination appellate hearings. Advise and counsel employees on personnel matters. Review employee performance evaluations from assigned agencies and recommend agency follow-up, if necessary. Investigate complaints, grievances and related reports. Exhibit competence in conducting internal investigations and report writing. Attend State Personnel Board of Review (SPBR) hearings and testify, as needed. Maintain regular and predictable attendance.

These duties are illustrative only and you may perform some or all of these duties or other job-related duties as assigned.

MAJOR WORKER CHARACTERISTICS:

Knowledge of labor relations; work force planning; employee training and development; public relations; human relations; agency policy and procedures; government structure and process; counseling; interviewing. Skill in typing; word processing; equipment operation. Ability to recognize unusual or threatening conditions and take appropriate action; deal with problems involving several variables in familiar context; define problems, collect data, establish facts and draw valid conclusions; calculate fractions, decimals and percentages; maintain accurate records; originate routine business letters reflecting standard procedures; understand manuals and verbal instructions, technical in nature; gather, collate and classify information about data, people or things; cooperate with coworkers on group projects; answer routine telephone inquiries from public; handle sensitive inquiries from and contacts with officials and general public.

MINIMUM CLASS QUALIFICATIONS FOR EMPLOYMENT:

Bachelor's degree in human resource management, public administration, or related field with three (3) years of human resources or related experience; or any equivalent combination of training and experience.

Franklin County is an Equal Opportunity Employer. In compliance with the Americans with Disabilities Act, the county will provide reasonable accommodations to qualified individuals with disabilities and encourages both prospective and current employees to discuss potential accommodations with the employer. Effective Date: _____

Additional Requirements

Required to maintain a valid Ohio driver's license.

Supervisory Responsibilities

None required.

UNUSUAL WORKING CONDITIONS:

This position may be required to work evenings and weekends.

Acknowledgement of Receipt:

I acknowledge that I have received a copy of my position description and can perform the essential functions of the job duties as described in the position description.

Employee Name

Employee Signature

Date