

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

<u>CLASSIFICATION TITLE:</u> Workforce Administrator	<u>CLASS NUMBER:</u> 10256.1	<u>FLSA:</u> Exempt
<u>AGENCY/DIVISION:</u> Office on Aging	<u>JOB TYPE:</u> Full Time, Classified	<u>PROBATION PERIOD:</u> 180
<u>BARGAINING UNIT:</u> Non-Bargaining	<u>PAY GRADE:</u> N17	<u>POSITION CONTROL #:</u> 110009
<u>POSITION LOCATION:</u> 280 E. Broad St., 3rd FL., Columbus, OH 43215	<u>TYPICAL WORK SCHEDULE:</u> Monday – Friday 8:00 AM – 5:00 PM	<u>SUPERVISOR (PCN):</u> Director (110001)
<u>JOB TITLE (PCN) OF THOSE DIRECTLY SUPERVISED:</u>		

CLASSIFICATION PURPOSE:

The primary purpose of the Workforce Administrator classification is to assist in the administration, supervision and coordination of assigned areas.

JOB DUTIES:

Assist in the administration of human resource related activities and projects in collaboration with the Franklin County Department of Human Resources. Design and implement agency administrative policies and procedures. Recommend, develop and implement workforce planning programs to ensure fair and consistent personnel practices. Interpret and clarify personnel policies and procedures. Respond to inquiries regarding policies, procedures, and programs. Write and update job descriptions as necessary. Maintain organization chart and position control. Draft and recommend requests to post, transfer, or change positions. Monitor positions throughout the hiring process. Manage and monitor the employee performance evaluation program. Develop and coordinate management training program. Advise management in appropriate resolution of employee relations issues. Advise and draft/review employee disciplines. Conduct investigations and represent agency in hearings. Contact with outside suppliers to provide employee services, such as temporary employees, and conducts recruitment efforts for temporary employees. Advise management on personnel matters and prepare recommendations.

Data management and analysis resulting in regular comprehensive reports for monitoring personnel and staffing. Research, gather and evaluate data and results in relation to established agency performance indicators. Compile and analyze complex information. Research and develop solutions to complex issues. Create specialized ad hoc reports for executives and senior management. Develop and coordinate research, best practices, focus groups, and other research methods to gather necessary data.

Attend staff meetings and other meetings as requested. Participate in special project committees. Direct and administer systems designed to monitor and improve operational effectiveness. Recommend new approaches, policies, and procedures to effect continual improvements in efficiency and services performed. Direct and administer activities and projects related to other areas under the assistant directors including finance, monitoring/auditing, contracts and information technology. Organize and work independently on multiple assigned tasks/projects and complete assignments within specified deadlines. Represent the assistant director on agency committees and at meetings, as needed.

Lead agency employee development efforts. Oversee on-going agency employee development programs such as tuition reimbursement, VIP, and MAPS. Seek intergovernmental/cooperative training opportunities for employees. Attend Job Fairs to assist in agency recruitment efforts in collaboration with the Franklin County Department of Human Resources.

Prepare correspondence. Disseminate information. Establish and maintain agency records and reports. Communicate effectively verbally and in writing to all levels of staff, management, and outside agencies. Accurately follow verbal and written directions from senior management. Demonstrate skills critical for managerial success including leadership, decisiveness, flexibility, sound business judgment, and highly developed personal, analytical and communication skills. Consult with and provide technical assistance to agency staff, senior staff and executive team. Give presentations to staff and management. Attend training sessions and conferences to keep current on issues affecting the agency. 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 management; workforce planning; human resources; public relations; human relations; agency policies and procedures; interviewing. Skill in word processing; equipment operation. Ability to define problems, collect data, establish facts and draw valid

conclusions; deal with many variables and determine specific action; maintain accurate records; interview job applicants effectively; prepare meaningful, concise and accurate reports; use proper research methods in gathering data; prepare and deliver speeches before specialized audiences and general public; develop complex reports and position papers; gather, collate and classify information about data, people or things; handle sensitive inquiries from and contacts with officials and general public.

MINIMUM CLASS QUALIFICATIONS FOR EMPLOYMENT:

Any equivalent combination of relevant training and experience including but not limited to: Bachelor's degree in business or related field with five (5) years of program administration, human resources, or related experience.

Additional Requirements

No special license or certification is required.

Supervisory Responsibilities

Ability to assign, review, plan, and coordinate the work of other employee, to provide instruction to other employees, to maintain department standards, to recommend the discipline or discharge of other employees, to act on employee problems, to recommend and approve the transfer, promotion, or salary increase of other employees.

UNUSUAL WORKING CONDITIONS:

N/A

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