

MONROE COUNTY SCHOOLS POSITION DESCRIPTION

Title: Human Resources Specialist Lead

GENERAL DESCRIPTION

The essential function of the position within the organization engages complex analytical problem solving skills that facilitate personnel operations and service provision including those functions that support the Human Resource department's clientele, unit functionality, information dissemination, maintenance of accurate and up-to-date employee records, new employee processing, the provision of professional and courteous customer service, and operational support. Incumbent(s) coordinate special programs or functions as assigned. The position functions according to School Board policy, State statutes and administrative procedures and has some latitude in decision-making and problem solving.

Primary Duties:

This list represents the essential tasks performed by the position. These essential job functions are not to be construed as a complete statement of all duties performed. Employees will be required to perform other duties as assigned.

Greets and assists office visitors; directs persons to appropriate office and/or provides requested information.

Assists in maintaining accurate and up-to-date District employee, vendor and volunteer records; supports the development of procedures, policies and forms to record and maintain personnel information electronically assuring fidelity and security.

Develops, reviews, amends and maintains Personnel Information Forms for accuracy and completeness; maintains internal funding documentation.

Assists prospective employees in providing complete information necessary for the application process; assists prospects with the online application process.

Monitors and audits daily transactions against error, submits change reports and resolves discrepancies and exceptions of various matters pertaining to personnel processing.

Maintains, supports and trains employees to accurately interface with district software solutions that serve as catalyst for personnel information processing and recordation.

Produces monthly reports such as fingerprinting, HQ Paraprofessional roster, Ethics and Race/Ethnicity, up to and including district HR analytics and demographic trend information.

Verifies employment, and conducts other screening as required to support the on-boarding process of a highly qualified staff. Helps monitor and prepare identification badges for employees and contractors/vendors.

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Monitors a wide variety of personnel policies and programs regarding employees as it conforms to district policies, relevant laws, contracts and agreements. Informs supervisor of noncompliance.

Verify and process Recommendations For Hire and Employee Checklists in the Application Tracking System workflow.

Receives and responds to Public Records Requests.

Participates in meetings for the purpose of developing recommendations and/or supporting other staff including on demand one (1) day onsite training with the development of new office staff.

Prepares reports and related documents for inclusion in the monthly Board packets for the purpose of providing Human Resources documentation and information.

Develops and conducts training to support managers and supervisors in human relations skills building, problem solving, and various other issues to human capital management.

Participates and monitors cross-training efforts within the Human Resources Department.

Attends training, seminars and meetings as required to enhance job knowledge and skills; stays abreast of legislation and trends in human resource and benefits administration.

Maintains and executes the budgeting process of the Department of Human Resources. Performs general bookkeeping work as necessary, including but not limited to processing purchase card charges, preparing purchase requisitions and processing invoices for payment, and reconciling bank statements.

Follows district policies and procedures for the creation and maintenance of contracts relating to the Department of Human Resources.

Trains and monitors new Human Resources Specialists and provides oversight. Supports and insures effective, timely and efficient standard operating procedures daily within the work setting while coordinating and monitoring workflow. Makes adjustments ensuring continuous maximum productivity.

Greets and assists office visitors providing requested information; Performs routine administrative/office tasks as required, including but not limited to preparing reports and correspondence, copying and filing documents, answering the telephone, sending and receiving faxes, entering and retrieving computer data, processing mail, shredding documents.

Performs other duties as assigned.

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Other Duties:

Please note this job description is not designed to cover or contain a comprehensive listing of activities, duties or responsibilities that are required of the employee for this job. Duties, responsibilities and activities may change at any time with or without notice. Employees are expected to fulfill other duties as assigned.

GENERAL RESPONSIBILITIES AND REQUIREMENTS

Data Responsibility:

“Data Responsibility” refers to information, knowledge, and conceptions obtained by observation, investigation, interpretation, visualization, and mental creation. Data are intangible and include numbers, words, symbols, ideas, concepts, and oral verbalizations.

Collects, classifies, and formats data or information.

People Responsibility:

“People Responsibility” refers to individuals who have contact with or are influenced by the position.

Mentors others by advising, counseling, or guiding them regarding problems that may be resolved by legal, scientific, clinical, spiritual, or other professional principles.

Assets Responsibility:

“Assets Responsibility” refers to the responsibility for achieving economies or preventing loss within the organization.

Requires minimum responsibility for only small quantities of low cost items or supplies where opportunities for achieving economies or preventing loss are negligible.

Mathematical Requirement:

“Mathematics” deals with quantities, magnitudes, and forms and their relationships and attributes by the use of numbers and symbols.

Uses addition, subtraction, multiplication, and division; may compute ratios, rates, and percents.

Communications Requirements:

“Communications” involves the ability to read, write, and speak.

Reads routine sentences or instructions; writes routine sentences and completes routine work forms; speaks routine sentences using standard grammar.

Complexity of Work:

“Complexity of Work” addresses the analysis, initiative, ingenuity, creativity, and concentration required by

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the position and the presence of any unusual pressures.

Performs work involving the application of principles of logical thinking to diagnose or define problems, collect data and solve abstract problems with widespread unit or organization impact; requires sustained, intense concentration for accurate results and continuous exposure to unusual pressure.

Impact of Decisions:

“Impact of Decisions” refers to consequences such as damage to property, loss of data or property, exposure of the organization to legal liability, or injury or death to individuals.

Makes decisions with minor impact - affects only those in immediate work area.

Equipment Usage:

“Equipment Usage” refers to inanimate objects such as substances, materials, machines, tools, equipment, work aids, or products. A thing is tangible and has shape, form, and other physical characteristics.

Handles machines, tools, equipment, or work aids involving some latitude for judgment regarding attainment of standard or in selecting appropriate items.

Safety of Others:

“Safety of Others” refers to the responsibility for other people’s safety, either inherent in the job or to assure the safety of the general public.

Requires some responsibility for safety and health of others and/or for occasional enforcement of the standards of public safety or health.

EDUCATION AND EXPERIENCE REQUIREMENTS

Education Requirements:

“Education Requirements” refers to job specific training and education required for entry into the position.

High school diploma or equivalent, with some college or technical school course work and minimum of three years of job-related experience, preferably in a human resource department; or any equivalent combination of education and experience that provides the required knowledge, skills and abilities.

Associate degree preferred.

SHRM Certified Professional (SHRM-CP) or SHRM Senior Certified Professional (SHRM-SCP) credential preferred.

Licenses Certifications Registrations Required:

“Licenses, Certifications, and Registrations” refers to professional, state, or federal licenses, certifications,

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or registrations required to enter the position.

Requires a valid state driver's license.

Experience Requirements:

"Experience Requirements" refers to the amount of work experience that is required for entry into the position that would result in reasonable expectation that the person can perform the tasks required by the position.

Requires one year of related experience.

A comparable amount of training, education or experience can be substituted for the minimum qualifications.

AMERICANS WITH DISABILITIES REQUIREMENTS

Physical Demands:

"Physical Demands" refers to the requirements for physical exertion and coordination of limb and body movement.

Requires sedentary work involving standing or walking for brief periods, exerting up to 10 pounds of force on a regular basis, and some dexterity in operating office equipment.

Unavoidable Hazards:

"Unavoidable Hazards" refers to unusual conditions in the work environment that may cause illness or injury.

The position is exposed to no unusual environmental hazards.

Sensory Requirements:

"Sensory Requirements" refers to hearing, sight, touch, taste, and smell necessary to perform the tasks required by the position efficiently.

The position requires normal visual acuity and field of vision, hearing and speaking abilities, color perception.

American With Disabilities Act Compliance:

ADA requires the District to provide adequate accommodations to qualified persons with disabilities. Prospective and current employees are encouraged to discuss ADA accommodations with management.

Term of Employment:

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Annual Contract

Reports To:

Executive Director, Human Resources

Supervises:

N/A

PAY GRADE: From: DS-III To:

Number of Months: 12 Number of Days: 254 Hours: 8

Employee signature below constitutes employee's understanding of the requirements, essential functions and duties of the position.

Employee _____ Date _____

Board Approved 10/10/2023