

SANTA CRUZ COUNTY OFFICE OF EDUCATION

HUMAN RESOURCES TECHNICIAN

DEFINITION

Under general supervision, provide complex and responsible technical and administrative support tasks and duties in support of human resources; provide specialized information pertaining to policy and procedures and assistance to staff, faculty, and the general public; input new employees and student workers' information into the system to set up for payroll; compile and generate data reports from computer systems; provide training and technical support to the human resources staff.

SUPERVISION EXERCISED

May exercise functional and technical oversight over lower-level staff.

EXAMPLES OF IMPORTANT AND ESSENTIAL DUTIES

Perform responsible duties in support of human resources with minimum supervision.

Input new employees' information into the system to set up for payroll; ensure accuracy of data; compile and generate data reports from system as appropriate. Work closely with payroll department relative to new and/or changed employee status of information.

Maintain position number slots for all permanent employees.

Maintain a variety of complex records and files; monitor dates to ensure that required actions are completed in a timely manner; update records and files.

Receive calls and visitors; respond to general complaints and requests for information from the faculty, staff, and the general public; interpret basic human resources services, policies, rules, and regulations in response to inquiries and complaints; assist in the resolution of concerns and complaints; refer inquiries to appropriate staff; route calls and take messages as appropriate.

Perform responsible secretarial and clerical duties in support of assigned office; type and proofread a wide variety of reports, letters, and memoranda from rough draft, verbal instructions or transcribing machine recordings using various software applications; may compose routine letters and reports as assigned.

Establish and maintain current information for available and approved classified substitutes; maintain and place substitutes and serve as liaison and coordinator for the automated substitute calling system.

Coordinate and assemble information and provide job related support as needed; assume responsibility for the accurate and timely processing of assigned projects.

Prepare recruitment files for classified personnel; mail out recruitment notices; accept applications for employment; record applications in proper categories; and maintain applications in proper files.

EXAMPLES OF IMPORTANT AND ESSENTIAL DUTIES (CONTINUED)

Notify candidates of test scores and/or results; schedule interviews, and explain written examination procedures.

Process required paperwork for new employees; schedule physical examinations; and fingerprint new employees.

Schedule and fingerprint internal and external clients; analyze and interpret incoming documents for appropriate level of clearance and fee structure.

Maintain confidential information.

Arrange and schedule a variety of meetings; notify participants; confirm dates and times; reserve conference sites; prepare appropriate materials.

Maintain accurate and detailed calendar of events, due dates, and schedules as they relate to assigned programs.

Maintain personnel records; employee evaluations; personnel transactions, EEO information; and selected employee information including transfers, changes of status and increments, and prepare summary reports.

Receive, open, review, sort, date stamp, and distribute office mail; prepare written responses as directed.

Maintain a complete set of record keeping systems including logs, calendars, chronological records, forms, and reports to ensure accuracy and easy retrieval; maintain and update resource materials; maintain mailing lists.

Prepare packets of information and data-gathering materials for assigned program area; duplicate, collate, and distribute materials.

Attend meetings as assigned; record, transcribe, and distribute minutes and other documents as directed.

Operate standard office machines, printers, copiers, calculators, FAX machines, credit card machines, and equipment and software.

Attend and participate in staff meetings and in-services activities; attend workshops, conferences, and classes to increase professional knowledge.

Perform related duties and responsibilities as assigned.

JOB RELATED AND ESSENTIAL QUALIFICATIONS

Knowledge of:

Modern office procedures, methods, and equipment including computer equipment and applicable software programs.

English usage, spelling, vocabulary, grammar, and punctuation.

Recruitment and selection techniques and procedures.

Principles and practices of basic business letter writing and report preparation.

Principles and procedures of record keeping; practices used in minute taking and preparation.

Principles and techniques used in dealing with the public.

Word processing, data base management and spreadsheet methods, techniques, and programs.

Principles and procedures of record keeping and report preparation.

Methods, practices and terminology of general accounting/bookkeeping and statistical work.

Skill and Ability to:

Use independent judgment, initiative and good human relations and problem-solving skills in the application and follow through on decisions.

Establish, maintain and foster positive and harmonious working relationships with those contacted in the course of work.

Operate modern office equipment including computer equipment; type at a speed necessary for successful job performance.

Maintain confidential information.

Learn the procedures, functions, and limitations of assigned duties.

Learn, interpret, and apply pertinent employment federal, state, and local laws, codes, and regulations including administrative and departmental policies and procedures.

Perform responsible secretarial and clerical work with accuracy, speed, and minimal supervision. Work under direct supervision within a well-defined framework of standard policies and procedures.

Understand the organization and operation of the assigned department and the County Office necessary to assume assigned responsibilities.

Respond to requests and inquiries from the general public.

Skill and Ability to (continued):

Maintain complete records and files for the Personnel Commission, as well as for human resources.

Perform mathematical computations quickly and accurately.

Compile and tabulate data and information and prepare summaries and reports.

Plan and organize work to meet schedules and timelines.

Communicate clearly and concisely, both orally and in writing. Understand and follow oral and written instructions.

EDUCATION AND EXPERIENCE

Any combination equivalent to experience and training that would provide the required knowledge, skills, and abilities would be qualifying. A typical way to obtain the knowledge, skills, and abilities would be:

Education:

Equivalent to completion of the twelfth grade supplemented by specialized training and/or college courses in human resources, computer technology or a related field.

Experience:

Two years of increasingly responsible administrative support experience including one year of Human Resources experience. Proficient in computer use along with word processing, spread sheet, and database information systems. Extensive computer data entry or word processing experience using complex systems.

License or Certificate:

Possession of, or ability to obtain, a valid California driver's license and appropriate vehicle operation insurance.

SPECIAL REQUIREMENTS

The physical demands described here are representative of those that must be met by an employee to successfully perform the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform essential functions. Essential duties require the following physical skills and work environment:

While performing the duties of this job, the employee is regularly required to stand and to sit, use hand to finger, handle or feel; reach with hands and arms; talk and hear. Frequently required to walk; occasionally may be required to move, carry or lift up to 10 pounds. Specific vision abilities required by this job include close vision and distance vision.

Ability to work in a standard office environment with some ability to travel to different sites and locations.

Approval Date: June, 2018

Revised Approval Date: June, 2019