



HUMAN RESOURCES JOB FAMILY

CAREER PATH

Human Resources Specialist

This is a professional human resources position responsible for administering agency human resources programs, policies, and procedures related to recruitment and selection, classification, salary analysis, benefits, appointments, performance evaluation, training and development, and employee engagement. Duties may include, but are not limited to, providing consultation and advice to managers, supervisors, and employees on human resources issues including grievances, investigations, equal employment opportunity/civil rights, and labor relations issues. Work is completed to ensure compliance with relevant federal and state laws. Duties may also include participating in policy development and on project teams both within designated program areas and other human resources program areas toward the end of enhancing statewide human resources programs. An employee may supervise junior staff.

Knowledge, Skills, and Abilities

In addition to those identified in the previous levels within this career path:

Comprehensible knowledge of and the ability to demonstrate understanding and successful interpretation, explanation, and application of all areas of human resources, as well as the laws, principles, and practices as they are related to implementation within the agency.

Comprehensive knowledge of and the ability to demonstrate understanding and successful interpretation, explanation, and application of the agency's policies, procedures, rules, and regulations in the performance of duties.

Working knowledge of and the ability to demonstrate understanding and successful use of the principles and practices of project management techniques in the performance of duties.

Working knowledge of and the ability to demonstrate successful use of computer equipment and associated software/databases in the performance of duties.

Possess and demonstrate successful communication skills via all modes of communication.

Possess and demonstrate successful management and prioritization of work within predetermined deadlines and stressful/adverse situations.

Possess and demonstrate the ability to successfully work as a team member and positively interact with a variety of people, as well as work hours as assigned.



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CAREER PATH

Ability to demonstrate successful performance in the training, mentoring, and/or supervision of junior staff.

Ability to demonstrate successful performance in the development of short and long-range plans that meet established objectives and contribute to the overall goals and mission of the agency.

Ability to demonstrate successful performance in the development of presentations and training programs, as well as in presenting and training others in the performance of duties.

Ability to demonstrate successful performance in the research, gathering, correlating, and analyzing of facts to develop statistical reports, charts, recommendations, and/or solutions in the performance of duties.

Ability to demonstrate successful performance and adherence to the rules of conduct for Patrol employees in accordance with General Order 26-02, as well as all other applicable agency policy and procedures.

Ability to demonstrate successful performance and adherence to policy and procedure in the care and maintenance of restricted and confidential information in the performance of duties.

Ability to work with material that may be of a sexual nature relating to criminal activity (e.g., written material, photographs, and/or verbal language, etc.)

Minimum Requirements *(The following represents the minimum qualifications used to accept applicants, provided that equivalent substitution will be permitted in case of deficiencies in either experience or education.):*

Bachelor's degree from an accredited institution and three years of relevant experience.

Must be a United States Citizen, or a legal resident of a country participating in the Visa Waiver Program (VWP).

Necessary Special Requirements

Documented successful completion of at least 26 hours of professional skill development and leadership training each calendar year.



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Possess and maintain membership in at least one human resource organization.

Possess and maintain certification in at least one human resource organization.

Pay grade: 26

FLSA Status: Exempt

Work Schedule: An employee in this position works an eight-hour shift as directed; however, working hours are subject to change at the discretion of the commanding authority.

Effective: 11/19/2023

Reviewed: 11/19/2023

Revised: --