

Anoka-Hennepin Independent School District #11
Job Description

Title: Employee Services Manager
Department: Employee Services
Reports to: Director of Employee Services
Prepared Date: August 2021

SUMMARY OF RESPONSIBILITIES

Under the direction of the Director of Employee Services, plan, develop, direct, and organize human resource functions related, but not limited to; management of organizational and staff development, consultation on staff performance management, conduct investigations of alleged employee misconduct and provide oversight for management of district leaves of absence.

DUTIES AND RESPONSIBILITIES

Consultant/Advisor

- Provide internal consulting services to District leadership providing data, conclusions and recommendations regarding improved departmental/District efficiencies.
- Serve as resource and advisor to administrators, Principals and supervisory personnel regarding employee performance and corrective action issues.
- Serve as resource and advisor to administrators, Principals and supervisory personnel regarding employee duties and responsibilities, department organizational structure, reporting structures and job descriptions.
- Investigate matters involving employee performance or alleged misconduct; submit reports and recommendations to the Director of Employee Services and other key stakeholders/District leaders in accordance with due process; recommend discipline/termination of personnel whose performance is deemed unsatisfactory.
- Monitor attendance statistics for employees and provide resources and consultation for supervisors as they discuss attendance issues with their staff.
- Build and maintain respectful and professional relationships with administrators, Principals and supervisory personnel to effectively support building and departmental needs.

Staff Development

- Plan, coordinate and/or deliver district-wide staff development for all staff. Collaborate with other department administrators to assess need, determine format, select topics, select speakers or trainers, supervise registration, prepare materials, etc.
- Utilize District resources to provide individualized training plans by classification, track and monitor performance/compliance.
- Monitor and report to the Director of Employee Services completion rates for all district-wide staff development ensuring compliance with state /federal laws and district policies.
- Provide training to department staff, administrators, Principals and supervisory personnel on use of reporting within the District's learning management system.
- Provide information/training to all staff on use of the District's learning management system to complete required training courses, review completed courses and review clock hours earned where applicable.
- Mentor, coach and develop department staff to achieve professional work goals.

Strategic

- Analyze statistical data and reports to identify and determine causes of personnel problems and develop recommendations for improvement of the District's personnel policies and practices.
- Plan, design and administer interview appraisal systems to ensure consistent hiring practices and the District's commitment to equal opportunity employment.
- Assist Director of Employee Services and legal counsel in the analysis and development of policies and practices impacting employee relations.
- Serve on the District's Anti-bullying and Anti-harassment leadership team in support of the District's initiative to provide a safe learning and working environment for students and staff.
- Serve as District representative and project manager for employment related initiatives. As project manager, work collaboratively with District-wide stakeholders to ensure timely and efficient implementation of system improvements and enhancements.

Other Duties/Responsibilities

- Represent the District at personnel-related unemployment hearings and investigations.
- Serve as the District's 504/ADA coordinator for employees.
- Manage the District's student teacher contracts with various state-wide colleges.
- Perform other tasks and assumes other responsibilities as directed by the Director of Employee Services.

SUPERVISORY RESPOBSIBILITIES

Directly supervises 2 confidential employees. Under the direction of the Employee Services Director has the responsibility for direction, coordination, evaluation and supervision of these employees in accordance with School District policies and applicable laws. Responsibilities include interviewing, hiring, and training employees; planning, assigning, and directing work; appraising performance; rewarding and disciplining employees; addressing complaints and resolving problem.

EDUCATION and/or EXPERIENCE

Requires Bachelor's degree in Human Resources, Public Administration, Business or related field. Masters degree preferred.

Requires five years related experience, preferably in an educational setting; or equivalent combination of education and experience.

CERTIFICATES, LICENSES, REGISTRATIONS

Certification as a Professional in Human Resources (PHR) or Senior Professional in Human Resources (SPHR) is preferred.

KNOWLEDGE, SKILLS & ABILITIES

Ability to read, analyze, and interpret professional articles, financial reports, and legal documents.

Skilled in verbal and written communication to/with a diverse audience.

Ability to respond to common inquiries or complaints from administrators, teachers, other District employees, the general public and the School Board.

Ability to effectively present information to administrators, teachers, other District employees, the general public and the School Board.

Ability to define problems, collect data, establish facts, and draw valid conclusions.

Ability to interpret an extensive variety of technical instructions in mathematical or diagram form and deal with several abstract and concrete variables.

Ability to maintain regular attendance, which includes completing an assigned day.

PHYSICAL DEMANDS

While performing the duties of this job, the employee is regularly required to sit; use hands to finger, handle, or feel; talk; and hear; stand; walk; reach with hands and arms. The employee is occasionally required to lift and/or move up to 10 pounds. Specific vision abilities required by this job include close vision, distance vision, color vision, peripheral vision, depth perception, and the ability to adjust focus.

WORK ENVIRONMENT

While performing the duties of this job, the employee is occasionally exposed to outside weather conditions, when driving to various sites. The noise level in the work environment is usually quiet, but may be noisy, depending on activities at locations other than the office.