



ASSISTANT SUPERINTENDENT HUMAN RESOURCES

Classification: Assistant Superintendent

Location: District Office

Reports to: Superintendent

FLSA Status: Exempt (Executive)

Employee Group: Executive/Managerial

The job description does not constitute an employment agreement between the district and the employee and is subject to change by the district as its needs and job requirements change.

Part I: Position Summary

Provides leadership and strategic vision in human resource management. Creates a systems approach that provides responsive programs and synergy to each major human resource management function, including compensation management and wage administration, employee benefits planning and administration, labor relations and collective bargaining, recruitment and placement, induction and mentoring, professional development, performance and behavior management, and recognition and reward programs.

Part II: Supervision and Controls over the Work

Serves under the broad guidance and administrative supervision of the Superintendent. Is held responsible for results in terms of effectiveness of planning, policies, and programs and for contribution to and achievement of district goals and objectives. Work is guided by, and must be in compliance with, federal and state law, policy direction of the School Board, and compliance with state and local regulatory agencies.

Part III: Major Duties and Responsibilities

Program Administration:

1. Develops forecasting methodology and strategy for recruiting all employee categories. Identifies labor markets and develops strategies for effective recruitment. Creates and oversees all activities for employee identification, screening, selection, onboarding, development, and evaluation.
2. Provides leadership to the collective bargaining process including identifying and researching bargaining issues, developing bargaining strategies and positions, participating in and/or chairing the District bargaining team, developing contract language, and training staff on the implementation of contracts. Provides leadership to effective labor-management relations; conducts periodic joint meetings to address operating issues; manages grievance and arbitration proceedings; and prepares district responses and defense in unfair labor practice issues.
3. Develop each employee group's classification, compensation, wellness, and benefits programs. Design programs that support effective recruitment, retention, reward, and recognition for each employee group and support a healthy and sustained workforce.
4. Creates an effective behavior and performance management program. Trains supervisors and administrators in carrying out effective behavior and performance management.

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Provides technical and legal support and leadership to personnel actions that correct and/or remove behavior and performance issues.

Program Leadership:

1. **Planning and Programming:** Staying abreast of research on the changing nature of the profession, the field of public education, and changing national, regional, and local trends that may impact program areas. Participates in discussions on evolving demands and expectations and the impact those demands and expectations will have on assigned programs. Uses forecasting tools and strategies to predict future needs. Anticipates and develops strategies and programs that respond effectively to anticipated needs and the changing profession.
2. **Financial Management and Strategic Planning:** Advises the Superintendent and Board on the financial implications of human resource management programs. Administers programs within approved budget parameters, including allocating staff (FTE) resources. Oversees and/or participates in preparing staffing and compensation reports (e.g., S275) to ensure accurate receipt and accounting for state funding. Maintains sound risk management programs in workers' compensation, unemployment compensation, and self-insurance programs.
3. **Policy Formulation and Guidance:** Recognizes the need for and formulates policies necessary to implement district human resource management goals and objectives and ensures the effective implementation and operation of assigned programs. Establishes a system for periodic review of policies to determine when modifications are necessary to advance the department's goals and serve the overall needs of employees, managers, and the organization.
4. **Program Direction and Staff Supervision:** Oversees organizational management in all assigned areas. Assures that functions are effectively structured and work coordination procedures are in place to achieve high integration and synergy across program functions. Approves position structures and operating practices essential to developing and delivering quality programs and services. Recruits and assigns staff, assuring that they possess and practice the values necessary to achieve program delivery and customer service that is essential to a highly effective organization. Assesses, evaluates, and provides for training and professional development of subordinate staff. Creates communication, collaboration, and coordination processes that assure all staff is timely and effectively informed of department policies, issues, and guidance that their programs are expected to support. Establishes an environment where all staff members are comfortable and forthcoming in sharing their ideas, needs, and concerns so that the staff collaborates to seek solutions and resolutions.
5. **Program Evaluation, Analysis, and Feedback:** Establishes a system of data collection and analysis that provides for continuous assessment of program effectiveness and/or changing needs. At least annually, conducts a comprehensive assessment review of all programs to determine their level of effectiveness and contribution to the department's mission and to identify problem areas, areas of high success, and areas in need of change. Prepare structured presentations for the superintendent to share the program evaluation results.



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6. Serves as a first responder to emergency and after-hour situations.

Performs other duties as assigned.

Part IV: Minimum Qualifications

1. Must have successful experience working with culturally diverse families and communities or have otherwise demonstrated a commitment to strengthening the engagement of a diverse community and skill in communicating with a diverse population.
2. Master's degree or equivalent in human resource management, business, or administration.
3. Minimum of five years of human resource management leadership experience.
4. Strong analytical and problem-solving skills and understanding of "client-centered" support and services.
5. Excellent oral, written, and interpersonal communication skills.
6. Ability to work both independently and cooperatively.
7. Ability to organize work, set priorities, and meet deadlines—ability to establish effective working relationships at all levels of the organization.
8. Ability to remain calm, deliberate, and tactful in stressful and emotional situations.
9. Experience in a highly unionized environment.

Part V: Desired Qualifications

1. Experience in public education human resource management.

Part VI: Physical and Environmental Requirements of the Position

The physical demands and work environment described here are representative of those that an employee must meet to successfully perform the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform these functions.

While performing the duties of this job, the employee is frequently required to sit, talk, lift, carry, move about, hear and speak. The employee must occasionally lift and/or move 25 to 50 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.

The employee may sit or stand for longer than 2 hours at a time, lift objects repeatedly, and undertake repeated motions.