

Florida State Courts System
Class Specification

Class Title: Human Resources Manager I

Class Code: 6850

Pay Grade 70

General Description

The essential function of the position within the organization is to manage and oversee human resources processes, services and programs. The position is responsible for staff supervision, providing planning and training, managing payroll and benefits programs and processes, administering or assisting with administration of court programs and services, managing recruitment processes, ensuring policy and regulation compliance, and performing related administrative functions, including reviewing, preparing and submitting Human Resource reports. The position works independently, reporting major activities through periodic meetings.

Examples of Work Performed

(Note: The examples of work as listed in this class specification are not necessarily descriptive of any one position in the class. The omission of specific statements does not preclude management from assigning specific duties not listed herein if such duties are a logical assignment to the position.)

Supervises staff, including selecting or recommending selection, training, assigning and evaluating work, counseling, disciplining, and terminating or recommending termination; prepares periodic employee performance evaluations.

Manages human resources programs and services matters such as employee relations, job classification, compensation and benefits. Ensures fair and conducts studies to competitive wages and benefits for employees.

Provides direction to management regarding employee disciplinary matters; recommends appropriate action and conducts meetings with employees to inform them of disciplinary actions.

Plans for and analyzes future growth and staffing needs; assesses designs, develops and evaluates current staffing.

Serves as coordinator and liaison for the area of responsibility; establishes and maintains working relationships with State Courts System personnel, outside attorneys and other agencies.

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Oversees development and implementation of new HR processes and procedures, ensuring compliance with applicable policies, regulations and laws; oversees development of databases and distribution of reports and information.

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Manages preparation of job announcements for SCS and assists managers and supervisors in the recruitment process; reviews appointment requests and ensures compliance with recruitment guidelines and SCS classification and pay policy.

Creates position descriptions for new positions and coordinates meetings with department managers to ascertain the assigning of proper duties to new positions.

Maintains a system to ensure routine completion of employee performance evaluations.

Assists with administration of the Americans with Disabilities Program and may serve as Intake Officer for civil rights complaints and Safety Representative.

Manages maintenance of organizational records/files in compliance with set policy and procedures and with applicable regulations and laws.

Manages administrative matters such as preparing RFP and contracts, preparing routine or special reports, developing and administering training, performing research, or processing evaluation and reclassification studies for employees.

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Attends or conducts staff, committee and other professional meetings and conferences to exchange information; attends technical or professional seminars or conferences to improve professional skills.

Timeliness and attendance are essential functions of this position.

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Competencies

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.

Directs others in major events and reports on activities and results.

People Responsibility:

Refers to individuals who have contact with or are influenced by the position.

Instructs or trains others through explanation, demonstration, and supervised practice, or by making recommendations on the basis of technical disciplines.

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Assets Responsibility:

Refers to the responsibility for achieving economies or preventing loss within the organization.

Requires responsibility and opportunity for achieving moderate economies and/or preventing moderate losses through the management or handling of supplies of high value or moderate amounts of money.

Mathematical Requirements:

Deals with quantities, magnitudes, and forms and their relationships and attributes by the use of numbers and symbols.

Uses practical application of fractions, percentages, ratios and proportions, measurements, or logarithms; may use algebraic solutions of equations and equalities, deductive geometry, and/or descriptive statistics.

Communications Requirements:

Involves the ability to read, write, and speak.

Reads and interprets advanced professional materials; writes complex reports and papers; speaks to high level professional groups.

Complexity of Work:

Addresses the analysis, initiative, ingenuity, creativity, and concentration required by the position and the presence of any unusual pressures.

Performs work involving the application of logical principles and thinking to solve practical problems within or applying to a unit or division of the organization; requires continuous, close attention for accurate results and frequent exposure to unusual pressure.

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 moderately serious impact - affects work unit and may affect other units or citizens.

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 moderate latitude for judgment regarding attainment of standard or in selecting appropriate items, such

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as computers, peripherals, or software programs such as word processing, spreadsheets or custom applications.

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 responsibility for the safety and health of others and for occasional enforcement of the laws and standards of public health and safety.

Education and Experience Guidelines*

Education:

Refers to job specific training and education that is recommended for entry into the position. Additional relevant experience may substitute for the recommended educational level on a year-for-year basis.

Bachelor's degree in human resources, public or business administration, business management employment law or a closely related field.

Experience:

Refers to the amount of related work experience that is recommended for entry into the position that would result in reasonable expectation that the person can perform the required tasks. Additional relevant education may substitute for the recommended experience on a year-for-year basis, excluding supervisory experience

Five years of experience in human resources with extensive managerial experience including two years of supervisory experience.

Licenses, Certifications, and Registrations Required:

Refers to professional, state, or federal licenses, certifications, or registrations required to enter the position.

None