

**Job Description**

<b>Job Title:</b>	Human Resources Manager								
<b>FLSA:</b>	<b>Exempt:</b>	X	<b>Non-Exempt:</b>		<b>Union Status:</b>	<b>Union:</b>		<b>Non-Union:</b>	X
<b>Supervision Received:</b>	Assistant Town Mgr.				<b>Supervision Exercise:</b>	Interns/Temps			
<b>Last Revision:</b>	3/15/2019								

**General Summary:**

This position is responsible for performing a variety of the most advanced and complex administrative, analytical, technical, and professional work in the areas of Human Resources and Risk Management, including employee benefits administration, classification, compensation, payroll processing, talent acquisition, employee and labor relations, organizational development, compliance and HRIS.

**Career Ladder:**

This position is the final part of a career ladder with the Human Resources Specialist and Senior Human Resources Specialist positions. This position differs from lower graded HR titled positions in that this position performs the most complex level human resources functions, with significant latitude for independent judgement and decision-making and has proven mastery in multiple specialties of Human Resources by obtaining professional certifications, and has demonstrated expert knowledge in all aspects of Human Resources.

**Essential Functions:**

1. Acts as the principle HR Business partner to employees, retirees, council and various administrative boards, commissions and committees.
2. Manages a wide range of Human Resources and Risk Management services to Town departments and employees.
3. Manages a variety of human resources information systems to enter, track, and make changes to people data and evaluates systems for performance and reporting and analyzes processes and develop workflows to increase efficiency and makes recommendations to management on implementing new systems.
4. Conducts complex analysis on various HR data and presents analysis graphically to small and large audiences.
5. Manages the benefits function for the Town which includes interacting with employees and retirees and addressing a variety of complex benefits coordination



questions, advising stakeholders on a variety of benefits offered by the Town and conducts periodic reviews of benefits offerings to ensure they are aligned with the goals of the Town, and makes recommendations to management to change programs where needed.

6. Maintains employee flexible spending accounts and payment in lieu of health insurance program.
7. Manages the full-life cycle talent acquisition processes for the Town and various entities which includes, recruitment and selection, assessments, new hire orientation, on and off-boarding, stay and exit interviews and performance management also analyzes the talent acquisition process for EEO, ADA compliance and designs selection instruments tailored for all positions within the Town.
8. Recommends final selection of applicants and constantly evaluates the applicant experience and prepares reports to management on the talent acquisition process.
9. Manages the risk management program such as maintaining workers compensation and liability claim records, and evaluates the program in relation to cost-benefit and identify trends and make develops programs to address any identified trends.
10. Drafts personnel policies and rules and works with outside agencies to research and analyze best practices.
11. Prepares and distributes documents relevant to matters subject to collective bargaining such as collective bargaining agreements, negotiating sessions, and grievance responses, acts as chief negotiator for assigned bargaining units and leads negotiation preparation meetings.
12. Conducts analysis and research on advanced human resources topics including collective bargaining, best practices in human resources and risk management, and makes recommendations based on the analysis.
13. Manages a variety of organizational development activities including preparing training materials, acting as facilitator for classes and tracking training requirements, conducting needs assessments and acting as principal trainer in a variety of classes, and develops annual training catalog by offering both in-house and external trainings offered by the Towns third party administrators.
14. Manages the compensation and classification by maintaining and updating job descriptions, classification tables, compensation tables, conducting salary surveys and performing job analysis, prepares analysis and recommendations to the personnel committee and town management on ensuring consistent compensation and classification processes.
15. Manages the Towns HRIS by conducting audits, tests, and implements updates to various HRIS and develops training materials and conducts class style and one-on-one training on the programs.
16. Reviews all HR and Risk Management practices and procedures and identifies which can be automated and which HRIS would be appropriate, and then sources, make recommendations, and implements new HRIS as necessary.
17. Ensures compliance by staying abreast of changing laws and practices and drafts and proposes changes to policy by identifying best practices and presenting recommendations to various stakeholders.
18. Evaluates current departmental practices, policies and procedures for efficiency and productivity gains, with an emphasis on utilization of technology.



## Other Functions:

1. Attends conferences, seminars, and committee meetings as required.
2. Utilizes computer applications such as word processing, database, internet, desktop publishing and HRIS.
3. Remains competent and current through self-directed professional reading, developing professional contacts with colleagues, attending professional development courses, and attending training and/or courses as directed.
4. Travels to test sites, on-site job audit locations, training locations, or other Town facilities as required.
5. Other related duties as assigned.



## **Education & Experience:**

### Education:

A Bachelor's Degree with major course work in human resources, business administration or related field.

### Experience:

Five years of experience in leading a human resources program which includes at least three years in a supervisory capacity.

Any equivalent combination of education, experience, or training that has prepared the incumbent to perform the essential duties of the position.

## **Knowledge, Skills & Abilities :**

This position requires the following knowledge:

- Expert knowledge of human resources practices and procedures including but not limited to recruitment and retention, personnel rules and regulations, compensation, organizational development and employee benefits.
- Expert knowledge of payroll records, processes and procedures.
- Expert knowledge of risk management practices.
- Expert knowledge of federal, state, and local laws pertaining to human resources and labor issues, including but not limited to ADA, FMLA, FLSA, EEO, OSHA.
- Advanced knowledge of various human resources information systems (HRIS).

This position requires the following skills:

- Sound administrative and management skills in the areas of policy interpretation, procedures and people.
- Well-developed analytical skills.

This position requires the ability to:

- Prepare and analyze comprehensive reports and carry out assigned projects to their completion.
- Maintain effective working relationships with all contacts.
- Understand and communicate written and verbal instruction.
- Effectively interact and communicate with the general public and fellow employees and a variety of other stakeholders.
- Understanding of town ordinances, state laws and regulations governing human resources issues.
- Manager various computer applications including Excel and Word.



## **Licenses & Certifications:**

Professional Human Resources Certification by the Human Resources Certification Institute (HRCI) or the Society of Human Resources Management (SHRM), or an Associate Professional in Talent Development (APTD) from the Association for Talent Development, or International Public Management Association – Human Resources Certified Professional (IPMA-CP) is preferred, at least two professional HR certifications is required and obtainment of additional certifications will be required within the first 12 months of employment.

Possess a valid driver's license.

## **Special Requirements:**

This position requires the following:

- Work hours beyond the regularly scheduled work-week in order to attend various commission, board and council meetings will be required.
- A thorough background check.



## Working Conditions & Environment :

<i>Physical Activities</i>	<i>Amount of Time</i>			
	None	< 1/3	1/3 to 2/3	>2/3
Stand		X		
Walk		X		
Sit				X
Speak or hear				X
Use hands to finger, feel, type or text				X
Climb or balance		X		
Stoop, kneel, crouch or crawl	X			
Reach with hands and arms		X		
Taste or smell	X			
Push or pull		X		
Repetitive motions				X
Driving (including driver's license)		X		
<i>Lifting Requirements</i>	<i>Amount of Time</i>			
	None	< 1/3	1/3 to 2/3	>2/3
Up to 10 pounds		X		
Up to 25 pounds		X		
Up to 50 pounds	X			
Up to 100 pounds	X			
More than 100 pounds	X			



<i>Environmental Conditions</i>	<i>Amount of Time</i>			
	None	< 1/3	1/3 to 2/3	>2/3
Work near moving mechanical parts	X			
Work in high places	X			
Risk of electrical shock	X			
Risk of radiation	X			
Work in extreme weather conditions	X			
Exposure to blood or other body fluids	X			
Exposure to hazardous chemicals	X			

<i>Special Vision Requirements</i>			
X	Close vision	X	Distance vision
	Color vision	X	Peripheral vision
X	Depth perception	X	Ability to adjust focus

<i>Noise Level in the Environment</i>			
	Very quiet	X	Quiet
	Moderate noise		Loud noise
	Very loud noise		

*The above statements are intended to describe the general nature and level of work being performed by the incumbent(s) of this job. They are not intended to be an exhaustive list of all responsibilities and activities required of the position. This description does not constitute an employment agreement between the Town of Mansfield and the employee and is subject to change by the Town as necessary.*

