

Position Code

1.

State of Michigan
Civil Service Commission
Capitol Commons Center, P.O. Box 30002
Lansing, MI 48909
POSITION DESCRIPTION

This position description serves as the official classification document of record for this position. Please complete this form as accurately as you can as the position description is used to determine the proper classification of the position.

2. Employee's Name (Last, First, M.I.) VACANT	8. Department/Agency Civil Service Commission
3. Employee Identification Number	9. Bureau (Institution, Board, or Commission)
4. Civil Service Position Code Description	10. Division
5. Working Title (What the agency calls the position) Classifications/Selections Training Specialist	11. Section Employee Development and Training Unit
6. Name and Position Code Description of Direct Supervisor Kristen Wilson, State Administrative Manager-15	12. Unit
7. Name and Position Code Description of Second Level Supervisor Jonathan Patterson, Senior Chief Deputy Director	13. Work Location (City and Address)/Hours of Work 400 S. Pine Lansing, MI 48909 / 40
14. General Summary of Function/Purpose of Position This position serves as the specialist for Classifications/Selections training to MCSC employees. The position develops and maintains a comprehensive training curricula for Classifications/Selections discipline. It is responsible for conducting assessments of the Classifications/Selections training program, evaluating the data, and making recommendations for improvements and/or training strategy to management. The position is responsible for creating and executing individualized training development plans for each employee that enters the HR Academy program in their area of expertise. It will assess Academy trainees to evaluate competence, recommend additional training, and outcome for the completion of the program. As a Specialist, this position has responsibilities in enterprise-wide training programming that involve the training of existing staff and managers.	

15. Please describe the assigned duties, percent of time spent performing each duty, and what is done to complete each duty.
List the duties from most important to least important. The total percentage of all duties performed must equal 100 percent.

Duty 1

General Summary of Duty 1 % of Time 50

Classifications/Selections Training and Employee Development

Individual tasks related to the duty.

- Specialist responsible for MCSC Classifications/Selections training. Develop and execute training for all MCSC Classifications/Selections employees.
- Consult with agency leadership (e.g. OHR managers & supervisors) to understand the unique needs of each OHR and/or duties of individual MCSC positions. Make decisions relating to the customization of training content ensuring the specific needs of individual OHR and/or MCSC positions are met.
- Develop a customized training development plan for all HR Academy trainees. This is based on individual needs of the employees and per the agency request.
- Make decisions regarding the development of individual employee training plans, and appropriate training content for their area of expertise.
- Assesses Academy trainees and certifies completion of training program requirements.
- Interpreting and applying union contracts, MCSC Rules and Regulations, and departmental policies and practices.
- Develop diverse assessment tools to evaluate the effectiveness of training in area of expertise.
- Make decisions regarding the development of individual employee training plans, and appropriate training content for their area of expertise.
- Assesses Academy trainees and certifies completion of training program requirements.
- Development of individual employee training plans, appropriateness of training content for their area of expertise
- Assesses Academy trainees and certifies completion of training program requirements.
- Interpreting and applying union contracts, MCSC Rules and Regulations, and departmental policies and practices.
- Interpreting and applying union contracts, MCSC Rules and Regulations, and departmental policies and practices.
- Analyze and evaluate the effectiveness of training curricula and make recommendations for improvements and/or changes in organizational training strategy.
- Develop and deliver managerial training sessions and training with leadership development objectives.
- Lead workgroups and/or other meetings with MCSC employees collaborating to create training materials in specialty area.
- Develop and maintain all training materials in all formats for specialty area. Ensures that all materials are relevant and in accordance with the MCSC Rules & Regulations, CBAs, and all agency policies & procedures.
- Establish and maintain administrative and procedural manual content in area of specialty to ensure consistent delivery of training
- Research and learn new learning management systems including attending applicable vendor trainings.
- Participate in organizational meetings/work groups and stay informed of changes in area of specialty.
- Develop and facilitate employee engagement activities relating to specialty area.

Duty 2

General Summary of Duty 2

% of Time 30

Classifications/Selections Activities

Individual tasks related to the duty.

- Serve as the primary point of contact and provide consultation to managers/supervisors on Classifications/Selections issues for assigned work areas.
- Review, modify, and process requests for all classifications actions (e.g. establishments, reclassifications, etc.) in accordance with the MCSC Rule & Regulations
- Develop and review position description for proper classification.
- Post vacancies using NEOGOV application
- Ensure selection processes are in accordance with the MCSC Rules & Regulations, collective bargaining agreements (CBA), applicable state and federal laws.
- Advise managers/supervisors regarding selection rules and regulations.
- Assist managers/supervisors in preparation of screen and selection criteria and interview questions.
- Calculate pay quotes in accordance with MCSC Rules & Regulations and the State of Michigan's compensation plan.
- Evaluate candidate credentials to endure eligibility for competing in the selection process.
- Ensure compliance with MCSC Rule 2-7 (drug testing for new hires) and CBA provisions.
- Schedule interviews and serve as interview panel member as needed for assigned work areas.

Duty 3

General Summary of Duty 3

% of Time 15

Statewide Training Responsibilities

Individual tasks related to the duty.

- Conduct statewide training sessions outside of specialty area
- Research and develop curricula for enterprise-wide training initiatives.
- Develop diverse assessment tools to evaluate the effectiveness of training and make recommendations for improvements.
- Collaborate with other MCSC work areas to develop training content.

Duty 4

General Summary of Duty 4

% of Time5

Other duties as assigned.

Individual tasks related to the duty.

- Perform other duties as assigned by leadership.

Duty 5

General Summary of Duty 5

% of Time_____

Individual tasks related to the duty.

-

Duty 6

General Summary of Duty 6

% of Time _____

Individual tasks related to the duty.

-

16. Describe the types of decisions made independently in this position and tell who or what is affected by those decisions.

- Decisions regarding the development of individual employee training plans, and appropriate training content for their area of expertise.
- Assesses Academy trainees and certifies completion of training program requirements.
- Interpreting and applying union contracts, MCSC Rules and Regulations, and departmental policies and practices.

17. Describe the types of decisions that require the supervisor's review.

- The development of new training programs, decisions regarding funding and/or staff resource.
- Elimination of major components/subject matter of established training programs
- Issues that involve change in policies and procedures.

18. What kind of physical effort is used to perform this job? What environmental conditions is this position physically exposed to on the job? Indicate the amount of time and intensity of each activity and condition. Refer to instructions.

Work is performed sitting at a desk, working on a computer, in a typical office environment. Position will be required to deliver some training in person. Therefore, occasional travel for onsite training is required. During sessions the presenter should be able to move around the training space to engage with participants.

19. List the names and position code descriptions of each classified employee whom this position immediately supervises or oversees on a full-time, on-going basis. (If more than 10, list only classification titles and the number of employees in each classification.)

<u>NAME</u>	<u>CLASS TITLE</u>	<u>NAME</u>	<u>CLASS TITLE</u>

20. This position's responsibilities for the above-listed employees includes the following (check as many as apply):

- | | |
|---|--|
| ☐ Complete and sign service ratings. | ☐ Assign work. |
| ☐ Provide formal written counseling. | ☐ Approve work. |
| ☐ Approve leave requests. | ☐ Review work. |
| ☐ Approve time and attendance. | ☐ Provide guidance on work methods. |
| ☐ Orally reprimand. | ☐ Train employees in the work. |

22. Do you agree with the responses for Items 1 through 20? If not, which items do you disagree with and why?

yes

23. What are the essential functions of this position?

The position is responsible for creating and executing individualized training development plans for each employee that enters the HR Academy program in their area of expertise. It will assess Academy trainees to evaluate competence, recommend additional training, and outcome for the completion of the program.

24. Indicate specifically how the position's duties and responsibilities have changed since the position was last reviewed.

New position

25. What is the function of the work area and how does this position fit into that function?

The work area is focused on training MCSC staff, with the intent of promoting growth and development of staff in technical and soft skills. This position serves as the staff training specialist for their specialty area.

26. What are the minimum education and experience qualifications needed to perform the essential functions of this position?

EDUCATION:

Possession of a bachelor's degree in any major

EXPERIENCE:

Human Resources Developer Specialist 13 - 15

Four years of professional experience equivalent to a Human Resources Developer, including two years equivalent to a Human Resources Developer P11 or one year equivalent to a Human Resources Developer 12.

KNOWLEDGE, SKILLS, AND ABILITIES:

- Knowledge of the Civil Service Rules and Regulations and Collective Bargaining Agreements.
- Knowledge of HRMN and general HR practices and applications.
- Knowledge of the principles and techniques of staff development, training, and other programs.
- Knowledge of the theories of learning and motivation.
- Knowledge of planning and evaluating training and programs.
- Knowledge of various training and instructional materials and their uses.
- Knowledge of the methods of conducting training sessions.
- Ability to prepare and/or select training and program materials.
- Ability to communicate effectively with others.
- Ability to maintain favorable public relations.
- Ability to evaluate and assess staff development, training, and other programs, and recommend methods of improvement.

- Ability to plan, develop and conduct training sessions, workshops, conferences, seminars, and programs regarding staff development, training, and other programs.
- Ability to maintain records, and prepare reports and correspondence related to the work
- Ability to communication effectively in writing and orally.
- Ability to use a computer and related software and databases.

CERTIFICATES, LICENSES, REGISTRATIONS:

Valid Driver's License

NOTE: Civil Service approval of this position does not constitute agreement with or acceptance of the desirable qualifications for this position.

I certify that the information presented in this position description provides a complete and accurate depiction of the duties and responsibilities assigned to this position.

Supervisor's Signature

Date

TO BE FILLED OUT BY APPOINTING AUTHORITY

Indicate any exceptions or additions to statements of the employee(s) or supervisors.

I certify that the entries on these pages are accurate and complete.

Appointing Authority Signature

Date

TO BE FILLED OUT BY EMPLOYEE

I certify that the information presented in this position description provides a complete and accurate depiction of the duties and responsibilities assigned to this position.

Employee's Signature

Date

NOTE: Make a copy of this form for your records.