

JOB TITLE: Director, Human Resources

DEPARTMENT: Human Resources

LOCATION: Union Campus

REPORTS TO: President's Office

FLSA: Exempt

LEVEL: 206

DATE: 1/18/22, 3/16/18; 06/11/14

POSITION SUMMARY: Responsible for oversight of the Human Resources Department which include employment, training, benefits, performance evaluation, staffing, compensation, employee relations, compliance officer for employment laws and policy and procedures.

EDUCATION, EXPERIENCE, and LICENSES/CERTIFICATIONS: *(A comparable amount of training, education or experience may be substituted for the minimum qualifications.)* Completion of master's degree; 5 years directly related Human Resources Leadership experience.

ESSENTIAL TASKS: *Employee must be able to perform the following essential functions to the satisfaction of the employee's supervisor.*

- Advise supervisors and employees on employment issues, performance, and discipline.
- Oversee the insurance benefits package including medical, dental, vision, life, and long-term disability insurances.
- Responsible for broker selection, insurance contracts, renewals, and open enrollment.
- Responsible for leading Insurance Committee and working with insurance broker.
- Oversight of administration of other College benefits which includes tuition waiver, tuition reimbursement, paid leave, and wellness programs.
- Administer compensation for hourly and salaried employees to include job offers, contracts, raises.
- Coordinate recruitment and selection activities to ensure a pool of qualified personnel.
- Oversight of search committees for compliance of employment law and College policy.
- Oversight for new employee onboarding training.
- Interpret and administer the College's policies and procedures related to all aspects of personnel matters.
- Responsible for the college's performance evaluations for employees.
- Supervise department staff assigned, recommending selection, retention, promotion, and discharge as appropriate.
- Work with leadership team on strategic planning, staffing and policies.
- Serve as Deputy Title IX Coordinator.
- Assist with professional development training for employees
- Attend professional meetings and seminars to keep current and knowledgeable on human resources issues.
- Attend Board of Trustee meetings.
- Attend unemployment and other hearings associated with employee issues.
- Serve on campus and community committees.
- Develop and monitor department budget.
- Serves as a member of the President's Cabinet.
- Conduct college business in a professional and ethical manner that includes the College's core values of integrity, diversity, empowerment, service, learning and collaboration.
- Communicate effectively in a professional, tactful, and courteous manner with students, employees, faculty, and the public.
- Ensure that all activities are conducted within the established guidelines of the Family Educational Rights and Privacy Act (FERPA).
- Perform assigned responsibilities, duties, and tasks according to established practices, procedures, techniques, and standards in a safe manner with minimal supervision.

KNOWLEDGE, SKILLS, and ABILITIES: Employment and compensation Laws: Fair Labor Standards Act, FMLA, Civil Rights Act, Age Discrimination in Employment Act, Pregnancy Discrimination Act, Americans with Disabilities Act, Vocational rehabilitation Act, Missouri Human Rights Act, Title IX; COBRA knowledge of insurance industry, teacher retirement system. Knowledge of negotiation, organizational, leadership, communication, time management, budgetary, recruitment, marketing, problem-solving skills. Knowledge of department and college policies, procedures, and practices with the ability to answer work related

questions; and/or interpret and apply these guidelines correctly in various situations. Excellent organizational, analytical, and planning skills. Employee development and performance management skills. Ability to manage interpersonal conflict situations requiring tact, diplomacy, and discretion. Ability to participate as a team member, ability to understand and interpret rules and regulations. Skill in budget preparation and budget management. Ability to handle confidential material judiciously. Ability to handle disgruntled employees and confrontational situations to interpret policies, procedures and federal, state, and local employment practices and laws.

LEADERSHIP and COMMUNICATION SKILLS: Formulate and issue policies, procedures, and instructions; responsible for short-term and long-term planning. Communicates through negotiation and consensus building to exchange ideas, information, and opinions or develop decisions, conclusions, or solutions. Ability to communicate effectively verbally and written to work with a diverse workforce and student population to prioritize and delegate projects, exchange ideas, information, and opinions effectively with others to formulate policies and programs and/or arrive at decisions, conclusions, or solutions. Strong interpersonal and communication skills. Ability to foster a cooperative work environment. Ability to establish and maintain effective working relationships with faculty, staff, other departments, students, and the public. Ability to make administrative/procedural decisions and judgments. Direct, manage, or lead others; may determine work procedures, assign duties, maintain harmonious relations, or promote efficiency; may develop and administer operational programs; and/or may write or present extremely complex papers and reports.

DECISION-MAKING and ANALYTICAL SKILLS: Decision-making is a significant part of job, affecting a large segment of the College. Perform executive or expert professional work to establish policy, long-range plans, and programs; identify funding sources; and allocate funds. Ability to plan, organize and implement assigned responsibilities and to work well under pressure to meet deadlines.

EQUIPMENT AND SOFTWARE: Utilize current College and/or department information technology including but not limited to, Microsoft Office, Outlook, Ellucian, etc.; office machines such as telephones, fax machines, or copiers.

PHYSICAL DEMANDS AND WORKING ENVIRONMENT: *The conditions herein are representative of those that must be met by an employee to successfully perform the essential functions of this job.*

Environment: Work is performed primarily in a standard office setting with frequent interruptions and distractions; extended periods of time viewing computer monitor. The employee may be required to work or meet in the evenings and/or on weekends. The employee may be required to travel locally to participate in meetings, conferences, and other activities related to the operations of the colleges.

Physical: Primary functions require sufficient physical ability and mobility to work in an office setting; to stand or sit for prolonged periods of time; to lift, carry, push, and/or pull up to 25 lbs; to operate office equipment requiring repetitive hand movement and fine coordination including use of a computer keyboard.

POSITIONS SUPERVISED: Human Resources staff

SIGNATURES: *This job description has been designed to indicate the general nature and level of work performed by employees within this classification. It is not designed to contain or be interpreted as a comprehensive inventory of all duties, responsibilities and qualification required of employees assigned to the job.*

I have read and reviewed the above job description with my immediate supervisor. This job description has been designed to indicate the general nature and level of work performed. It is not designed to contain or be interpreted as a comprehensive inventory of all duties, responsibilities and qualification required for the job.

Employee Signature/Date

NOTICE OF NON-DISCRIMINATION: *East Central College does not discriminate on the basis of race, color, religion, national origin, ancestry, gender, sexual orientation, age, disability, genetic information, or veteran status. Inquiries related to employment practices may be directed to Human Resources Director at 636-584-6710. East Central College is an equal opportunity employer and provider of employment and training services. Auxiliary aids and services are available upon request to individuals with disabilities.*