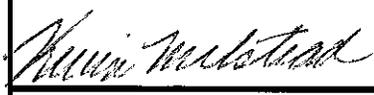


| | | |
|---|---|--|
| POSITION DESCRIPTION | | AGENCY/DEPT ID Department of Administrative Services DAS301000 |
| DIVISION OR INSTITUTION Human Resources Division | UNIT OR OFFICE Application & Reporting | COUNTY OF EMPLOYMENT Franklin |

| | | | | |
|---|--|---|--|------------------------------------|
| POSITION NUMBER 20005852 JOB CODE TITLE Human Capital Management Manager JOB CODE 64615 <i>Open 9/30/14</i> | <input checked="" type="checkbox"/> Reclassification <input type="checkbox"/> New Position <input type="checkbox"/> Update | | Position Hyperlinked to <input type="checkbox"/> Agency Organizational Tree | |
| | USUAL WORKING TITLE OF POSITION HCM Position Management Team Manager | | POSITION NO. AND TITLE OF IMMEDIATE SUPERVISOR See Table of Organization | |
| | <input checked="" type="checkbox"/> Permanent <input type="checkbox"/> Temporary <input type="checkbox"/> Intermittent | <input checked="" type="checkbox"/> Classified <input type="checkbox"/> Unclassified <input type="checkbox"/> Essential | Overtime: <input type="checkbox"/> Eligible <input checked="" type="checkbox"/> Exempt If FLSA Exempt, exemption type: | Bargaining Unit Page 1 of 2 |
| | NORMAL WORKING HOURS (Explain unusual or rotating shift): FROM: 8:00 a.m. TO: 5:00 p.m. | | | |
| | JOB DESCRIPTION AND WORKER CHARACTERISTICS | | | |
| | % | Job Duties in Order of Importance | Knowledge, Skills & Abilities | |
| | 70 | Acts as manager for Human Resources Division Application & Reporting within Department of Administrative Services (DAS): develops & implements policies & procedures for effective oversight of HCM Position Management; serves as liaison to agency designees to convey statewide objectives & improves agency operations in HCM Position Management, researches & recommends alternatives to agencies, develops & implements all aspects of project management associated with program, develops effective measurements of program success, serves as consultant to agencies designing & refining processes & procedures; manages & supervises lower-level staff (e.g., approves leave, initiates discipline, interviews applicants & recommends staff for hire, completes performance evaluations); develops training materials; monitors completed work of staff to ensure accuracy & consistency with established DAS policies, procedures & guidelines; manages & maintains state agencies budget department tables; works with HCM configuration team to ensure system is updated with changes to pay tables, position numbers, job codes & event/reason codes for State of Ohio following changes to Ohio Revised Code (ORC) or bargaining contracts; researches & reviews ORC & union contracts to ensure appropriate rules application; works closely with Ohio Administrative Knowledge System (e.g., OAKS module running on PeopleSoft application) staff to respond to inquiries from customers (e.g., analyzes & researches issues, determines solutions & executes in OAKS, coordinates higher-level tasks with OAKS staff, tests solutions/changes before & after production); maintains & develops queries in OAKS using PS Query or Cognos; reviews all human resource enhancement requests & makes recommendations for changes; monitors human resources support functions; recommends & implements modifications & new procedures required to correct problems. | Knowledge of (1) public relations (e.g., HR environment), (2) agency policies and procedures* (e.g., PA principles and procedures); (3), management; (4) supervision principles; (5) government structure & process*; (6) OAKS HCM Module functions; Skill in (7) operation of a personal computer and related hardware/software (e.g. MS Word, Excel, Access); (8) use of Web-based applications (e.g., HCM, FIN, ISQL, PS Query, &/or Cognos); (9) configuring PeopleSoft HCM module function; Ability to (10) understand communications and customer service fields; (11) establish friendly atmosphere as supervisor of work unit; (12) handle sensitive inquiries from & contacts with officials & general public; (13) define problems, collect data, establish facts & draw valid conclusions. *developed after employment | |
| | List Position Numbers and Titles of Positions Directly Supervised: See Table of Organization | | SIGNATURE OF AGENCY REPRESENTATIVE  | DATE 9/30/14 |

