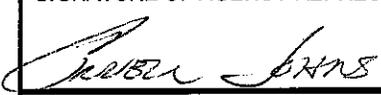


<b>POSITION DESCRIPTION</b>		AGENCY/DEPT ID DAS/DAS104500
DIVISION OR INSTITUTION Equal Opportunity Division	UNIT OR OFFICE Construction Compliance	COUNTY OF EMPLOYMENT Franklin

POSITION NUMBER 20005998 (3214.0)	<input type="checkbox"/> Reclassification <input type="checkbox"/> New Position <input checked="" type="checkbox"/> Update	Position Hyperlinked to <input type="checkbox"/> Agency Organizational Tree
	USUAL WORKING TITLE OF POSITION Contract Compliance Officer	POSITION NO. AND TITLE OF IMMEDIATE SUPERVISOR 20005991 (3202.0) EEO Program Manager
	<input checked="" type="checkbox"/> Permanent <input checked="" type="checkbox"/> Classified                      Overtime: <input checked="" type="checkbox"/> Eligible <input type="checkbox"/> Exempt	Bargaining Unit 14
	<input type="checkbox"/> Temporary <input type="checkbox"/> Unclassified	
	<input type="checkbox"/> Intermittent <input type="checkbox"/> Essential	If FLSA Exempt, exemption type:
	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
50	Operates motor vehicle to travel statewide to conduct on-site reviews & audit of records maintained by construction contractors to determine if they have maintained their affirmative action program commitments as required under State of Ohio Affirmative Action Program (hiring of minorities & females in construction trades); schedules interviews with construction contractors who are working on state projects; interviews persons associated with construction contract (e.g., company CEO, foreman, architects, superintendent, women & minority staff) using standardized questionnaires & independently designed questions; uses personal computer & associated hardware/software to compile & critically analyze information gathered from interviews & various resources, such as MBE subcontractor participation (where applicable), company internal business reports (e.g., payroll records, current projects) unemployment reports, & EEO Executive orders); from results of critical analysis & research, prepares compliance review report, which documents analysis & statistical findings, details areas in which company is compliant & makes recommendations to remedy areas found to be out of compliance; conducts follow-up reviews of companies to compare previous report's recommendations with current practices & activities; reviews & approves/disapproves contractors' affirmative action program & monthly utilization reports; makes recommendation to supervisor for approval/disapproval of certificate of compliance.	Knowledge of (1) EEO & Affirmative Action law. Skill in (2) interviewing; (3) performing calculations involving addition, subtraction, multiplication, division of whole numbers, fractions & percentages; (4) use & interpretation of statistical analysis; (5) use of personal computer & associated hardware/software (e.g., MS Word, Excel, Access, FileMaker Pro); (6) use of Internet as research tool*. Ability to (7) clearly & effectively communicate & convey information to individuals & groups; (8) handle sensitive contacts & inquiries with contractors, unions, staff & employees; (9) resolve complaints from angry customers; (10) cooperate, establish & maintain good rapport with coworkers, supervisor & others with whom contact/collaboration is required; (11) prepare & deliver speeches before specialized audiences & general public; (12) independently solve most problems; (13) research, gather, collate & classify information about data, people & things; (14) synthesize & analyze large amounts of data & come up with accurate & meaningful conclusions; (15) maintain organized & accurate records, (16) write well organized, meaningful, grammatically correct documents; (17) understand construction industry: business practices, organization, concept; (18) interpret extensive variety of tech- *developed after employment
List Position Numbers & Job Titles of Positions Directly Supervised:		SIGNATURE OF AGENCY REPRESENTATIVE 
		DATE 8/24/10

apd 8-24-10 cl

POSITION NUMBER  
20005998 (3214.0)

JOB CODE TITLE  
EEO Contract Officer

JOB CODE  
69161

<b>POSITION DESCRIPTION</b>		AGENCY/DEPT ID DAS/DAS104500
DIVISION OR INSTITUTION Equal Opportunity Division	UNIT OR OFFICE Construction Compliance	COUNTY OF EMPLOYMENT Franklin

POSITION NUMBER 20005998 (3214.0)	<input type="checkbox"/> Reclassification <input type="checkbox"/> New Position <input checked="" type="checkbox"/> Update		Position Hyperlinked to <input type="checkbox"/>	
				Agency Organizational Tree
	USUAL WORKING TITLE OF POSITION Contract Compliance Officer		POSITION NO. AND TITLE OF IMMEDIATE SUPERVISOR 20005991 (3202.0) EEO Program Manager	
	<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 checked="" type="checkbox"/> Eligible <input type="checkbox"/> Exempt  If FLSA Exempt, exemption type:	Bargaining Unit 14  Page 2 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
35	Responsible for statewide oversight of project review process for boards, commissions, agencies, colleges & universities on locally administered construction projects & projects administered by GSD: reviews & approves/disapproves completed project review reports to ensure accuracy & compliance with applicable laws & makes determination of action on non-compliant contractors.	nical material in books, journals, manuals (e.g., codes, union manuals, company policy manuals); (19) use & interpret non-verbal symbols in formulas, equations or graphs; (20) proofread technical materials, recognize errors & make corrections; (21) physically traverse & navigate terrain & obstacles on construction sites; (22) recognize unusual or threatening conditions (e.g., safety hazards, irate persons) & take appropriate action; (23) obtain & maintain valid driver's license.  Knowledge of 1 Skill in 3, 4 Ability to 7, 12, 14, 15, 17, 18, 19, 20
10	Performs related administrative & record keeping tasks: drafts letters, reports, memos, submits weekly reports of compliance reports & maintains various electronic databases.	Knowledge of 1 Skill in 3, 4, 5, 6* Ability to 7, 13, 14, 15, 16, 18, 19, 20
5	Provides training on topics pertaining to agency & contractor EEO obligations under law: coordinates (e.g., creates/distributes announcements, processes registration, secures site, compiles materials) training of contract officers at state agencies, boards, commissions, colleges & universities; assists in developing & conducting training workshops & seminars on how to conduct project reviews on agency administered projects; presents technical information at pre-construction meetings to inform contractors of their EEO obligations under law.	Knowledge of 1, (24) training & development concepts & techniques (e.g., documentation, presentation, content considerations)*. Skill in 5, 6*, (25) use of presentation software (e.g., MS PowerPoint*) to create & run slide shows & produce training materials. Ability to 7, 8, 9, 10, 11, 13, 14, 16, 17, 18, 19, 20, 23 *developed after employment
List Position Numbers & Job Titles of Positions Directly Supervised:		SIGNATURE OF AGENCY REPRESENTATIVE
		
		DATE
		8/24/10

Apr 8-24-10 cl

JOB CODE TITLE  
EEO Contract Officer  
69161