General Statement of Duties

This class performs standard/intermediate level professional work facilitating processes that prepare job seekers to meet industry demands and provide businesses with a qualified workforce.

Distinguishing Characteristics

This class performs standard/intermediate level professional workforce and business development functions to prepare workers to obtain and maintain employment, careers and self-sufficiency; Business Development Associate II positions also facilitate processes by which businesses develop, assess and retain a workforce that enables them to maintain and improve their economic competitiveness. They also provide specialized services that include career development, specialized recruitments and training development directly to their job seeker and business customers. The Business Development Associate I class performs paraprofessional work in workforce and business development functions to prepare job seekers to achieve goals related to work participation, job placement, retention and wage gain.

In addition, the Business Development Associate II class is distinguished by the following characteristics:

Guidelines, Difficulty and Decision-Making Level

Guidelines are generally but not always clearly applicable, requiring the employee to exercise judgment in selecting the most pertinent guideline, interpret precedents, adapt standard practices to differing situations and recommend alternative actions in situations without precedent.

Duties assigned are generally complex and may be of substantial intricacy. Work assignment is performed within an established framework under general instructions but requires simultaneous coordination of assigned functions or projects in various stages of completion.

Employee is responsible for determining time, place and sequence of actions to be taken. Unusual problems or proposed deviations from guidelines, practices or precedents may be discussed with the supervisor before being initiated.

Level of Supervision Received & Quality Review

Under general supervision, the employee receives assignments and is expected to carry them through to completion with substantial independence. Work is reviewed for adherence to instructions, accuracy, completeness and conformance to standard practice or precedent. Recurring work clearly covered by guidelines may or may not be reviewed.

Interpersonal Communication & Purpose

Contacts with the public or employees where explanatory or interpretive information is exchanged, defended and gathered and discretion and judgment are required within the parameters of the job function.

Level of Supervision Exercised

By position, performs leadwork.
## Essential Duties

Facilitates processes by which individual job seekers identify, prepare for, obtain and maintain employment, careers and self sufficiency.

Facilitates processes by which businesses and other employing agencies develop, assess and retain a workforce that improves their economic competitiveness.

Provides services to job seekers, businesses and community agencies that include career development, customized recruitments and the development of training programs.

Serves as a workforce development resource in transformational projects and workgroups as dictated by market trends and agency needs.

Assures the ongoing, effective provision of core workforce development services that prepare job seekers to achieve goals related to work participation, job placement, retention and wage gain.

By position, ensures that contracted providers consistently meet regulatory compliance standards and requirements for requests for proposals (RFP’s), State of Colorado certification requirements and/or Office of Economic Development program requirements.

By position or specialized work unit, facilitates the coordination and delivery of training that meets the workforce, community and business development needs of job seekers, community organizations and businesses.

Any one position may not include all of the duties listed. However, the allocation of positions will be determined by the amount of time spent in performing the essential duties listed above.

## Competencies

Customer Service – Interacts with customers in a friendly and professional manner, works to resolve issues quickly and effectively, and is knowledgeable about products and services.

Interpersonal Skills – Shows understanding, friendliness, courtesy, tact, empathy, cooperation, concern, and politeness to others and relates well to different people from varied backgrounds and different situations.

Reading – Understands and interprets written material, including technical material, rules, regulations, instructions, reports, charts, graphs or tables; applies what is learned from written material to specific situations.

Planning and Evaluating - Organizes work, sets priorities, and determines resource requirements; determines short- or long-term goals and strategies to achieve them; coordinates with other organizations or parts of the organization to accomplish goals; monitors progress and evaluates outcomes.

Problem Solving - Identifies problems; determines accuracy and relevance of information; uses sound judgment to generate and evaluate alternatives, and to make recommendations.

Written Communication – Composes, reviews, edits, and issues written materials for diverse audiences and communicates purpose in a succinct and organized manner that is appropriate for context, time, and place.

## Knowledge & Skills

Knowledge and understanding of local, state, and national workforce development issues and economic trends.

Knowledge of federal and state regulations governing workforce development.
Knowledge of career development theories, models and techniques as they apply to lifelong career development for people of various gender, age, and ethnic backgrounds.

Knowledge of training methodologies sufficient to be able to facilitate training programs and presentations.

Knowledge of community resources sufficient to be able to use them appropriately as needed.

Knowledge of workforce development business services.

Skill in applying career development theory and techniques to job seekers.

Skill in interviewing others to obtain or verify information.

Skill in administering and analyzing occupational testing instruments.

**Education Requirement**

Bachelor’s Degree in Business Administration, Public Administration, Human Resources, Communications, Public Relations or a related field.

**Experience Requirement**

Two (2) years of experience of the type and level of Business Development Associate I in workforce development, vocational or educational counseling, human resources, or a closely related field.

**Education & Experience Equivalency**

One (1) year of the appropriate type and level of experience may be substituted for each required year of post-high school education.

Additional appropriate education may be substituted for the minimum experience requirements.

**Licensure & Certification**

By position, requires a valid Driver’s License at the time of application.

Licenses and certifications must be kept current as a condition of employment.

**Working Environment**

Pressure due to multiple calls and inquiries.
Subject to varying and unpredictable situations.
Subject to traffic, roadways, and pedestrians.

**Level of Physical Demand**

1-Sedentary (0-10 lbs.)

**Physical Demands**

(Physical Demands are a general guide and specific positions will vary based on working conditions, locations, and agency/department needs.):

Standing: remaining on one’s feet in an upright position.
Walking: moving about on foot.
Sitting: remaining in the normal seated position.
Handling: seizing, holding, grasping, or otherwise working with hand(s).
Fingering: picking, pinching, grasping, or otherwise working with fingers.
Talking: expressing or exchanging ideas by means of spoken words.
Hearing: perceiving the nature of sounds by the ear.
Near acuity: ability to see clearly at 20 inches or less.
Lifting: raising or lowering objects weighing no more than 10 pounds, from one level to another.

**Background Check Requirement**

- Criminal Check
- Employment Verification
- Education Check
- By position, Motor Vehicle Record

**Assessment Requirement**

None

**Probation Period**

Six (6) months.

**Class Detail**

- Pay Grade: A-618
- FLSA Code: N
- Management Level: 10
- Established Date: 9/21/2018
- Established By: Lori Schumann
- Revised By:
- Revised Date:
- Class History: