<table>
<thead>
<tr>
<th>General Statement of Duties</th>
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<tbody>
<tr>
<td>Performs professional and supervisory work over staff involved in the procurement and administration of contracts, directs policy and procedure development, and develops long range and short term goals and objectives for the assigned area(s) in conjunction with departmental plans and goals.</td>
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<tr>
<th>Distinguishing Characteristics</th>
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<tr>
<td>This class performs professional and supervisory work over staff involved in the procurement and administration of contracts. This class is distinguished from the Contract Compliance Supervisor that performs supervisory duties over employees (Contract Compliance Coordinators) involved in the operation and maintenance of a contract compliance unit. The Contract Administration Supervisor is distinguished from a Manager I that that manages an operational and/or functional area(s) and performs some elements of supervision by recommending and implementing plans, procedures, policies, programs, and projects. The Contract Administration Supervisor is distinguished from the Contract Administrator that negotiates, implements, and monitors contractual and use agreements for the city to assure effective delivery of goods and services.</td>
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<tr>
<th>Guidelines, Difficulty and Decision-Making Level</th>
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<td>Guidelines are in the form of stated objectives for the section, unit, function, or project.</td>
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| Work assignment is generally unstructured and employee is responsible for assigning and supervising a variety of functions to achieve the objectives of the section, unit, or project. Duties performed involve weighing and evaluating factors requiring judgment, analytical ability, and problem solving. |

| Employee is responsible for simultaneous coordination and supervision of several functions, programs, or projects in various stages of completion. |

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<th>Level of Supervision Received &amp; Quality Review</th>
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<td>Under administrative supervision, the employee has personal accountability for carrying out an assigned function, program, or project within the scope of established guidelines and objectives and is expected to resolve problems that arise in the normal course of the work. Completed work is generally reviewed for soundness of judgment, conclusion, adequacy, and conformance to policy.</td>
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<th>Interpersonal Communication &amp; Purpose</th>
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<td>Contacts of a non-prescribed nature involving the negotiation and resolution of non-routine problems encountered and where exceptional degrees of discretion, judgment, and specialized knowledge are required in carrying out the programs and policies of an organization.</td>
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<th>Level of Supervision Exercised</th>
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<td>Supervises two or more Contract Administrators and may supervise other technical and/or office support employees.</td>
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<th>Essential Duties</th>
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<td>Directs and evaluates the work of professional contract administration staff members, provides technical expertise to staff, and establishes section and staff work programs and objectives.</td>
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</table>
Plans, assigns, and reviews the work of staff members performing a variety of contract administration functions and recommends changes in practices and procedures to increase operating efficiency and expedite work flow.

Trains new staff members in contract administration techniques and methodologies, orients staff with appropriate policies, regulations, and procedures, and ensures that work conforms to standards and regulations.

Develops internal procedures for contract procurement and final settlement and develops procedures to monitor contract retention, claims, and amendments.

Develops or modifies work plans, methods, and procedures and determines work priorities.

Assigns and distributes work, reviews work for accuracy and completeness, and returns assignments with recommendations for proper completion.

Resolves problems encountered during daily operations and determines standards for problem resolution.

Develops goals, documents performance, provides performance feedback and formally evaluates the work of the employee; provides reward and recognition for proper and efficient performance. Assists staff to achieve performance standards and identifies opportunities for continual improvement to performance standards.

Responds to formal and informal employee grievances and prepares written response.

Documents causes for disciplinary action and initiates letters of reprimand and formal recommendations for disciplinary action.

Provides work instruction and assists employees with difficult and/or unusual assignments.

Performs other related duties as assigned.

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**

Delivering Results - Sets high standards for quality, quantity, and timelines. Focuses on customer needs and satisfaction. Consistently achieves project goals.

Influencing - Collaborates with, persuades and influences others.

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

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.

Technical Competence - Uses knowledge that is acquired through formal training or extensive on-the-job experience to perform one’s job; works with, understands, and evaluates technical information related to the job; advises others on technical issues.

Coaching - Provides others with clear direction, motivates, and empowers. Recruits staff of a high caliber and provides staff with development opportunities and coaching.
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 of the principles of confidentiality related to the work assignment.

Knowledge of various types of contracts, techniques for contracting or procurement, and contract negotiation and administration.

**Education Requirement**

Bachelor's Degree in Business Administration, Public Administration, Political Science, Management, or a related field.

**Experience Requirement**

Three (3) years of experience in contract negotiation, contract administration, or monitoring and enforcing contract compliance.

**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 many interruptions.
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.):

Sitting: remaining in the normal seated position.
Handling: seizing, holding, grasping, or otherwise working with hand(s).
Fingering: picking, pinching, or otherwise working with fingers.
Talking: expressing or exchanging ideas by means of spoken words.
Hearing: perceiving the nature of sounds by the ear.
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**

Professional Supervisor

**Probation Period**

Six (6) months.

**Class Detail**

Pay Grade: A-812
FLSA Code: Y
Management Level: 7
Established Date: 9/21/2018
Established By: Lori Schumann
Revised Date:
Revised By:
Class History: