Office of Human Resources

Deputy Director Emergency Management – CA0772

General Statement of Duties

Administers the Office of Emergency Management in the absence of the Director, manages the City/County Emergency Operations Plan, and performs rotational duty officer functions and other supervisory duties as assigned.

Distinguishing Characteristics

The Deputy Director of Emergency Management administers the Office of Emergency Management in the absence of the Director, manages the City/County Emergency Operations Plan, and performs rotational duty officer functions and other supervisory duties as assigned. This class is distinguished from the Manager, who manages functional and/or operational area(s) that include implementing work plans based on annual goals and the strategic plan; resolves citizen, operational, and management issues; and achieves goals while ensuring resources are utilized appropriately. The Deputy Director of Emergency Management is responsible for these management duties only in the absence of the agency head although regularly assisting the agency head in determining the goals and objectives of the organization, and initiates proposals for change in organizational functions, resource allocations, procedures, and priorities.

Guidelines, Difficulty and Decision-Making Level

Guidelines are generally in the form of stated objectives only with issues and factors largely undefined requiring the employee to exercise creativity and ingenuity in devising criteria, techniques, strategy, and methodologies for approaching assigned functions or projects.

Duties performed involve concepts, theories, and concrete factors to be evaluated and weighed requiring a high degree of analytical ability, independent judgment, and decision-making.

Work assignment is generally unstructured and employee is responsible for organizing complex, varied, and simultaneous coordination of several functions, programs, or projects in various stages of completion.

Level of Supervision Received & Quality Review

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.

Interpersonal Communication & Purpose

Contacts are of a remedial nature involving the resolution of problems and where some degree of discretion and judgment are required in carrying out a major program and/or function of the organization.

Level of Supervision Exercised

Supervises first level supervisors and other employees who do not supervise.

Essential Duties

Performs the duties of the Director of the Office of Emergency Management as needed, including budget, personnel, and program responsibilities.
Assists in determining the goals and objectives of the organization, and initiates proposals for change in organizational functions, resource allocations, procedures, and priorities.

Devises strategies to deal with emergency and crisis situations and manages the City/County Emergency Operations Center.

Performs duty officer functions on a rotating basis, evaluates emergency/crisis incidents, and coordinates agency operations and city/county response. May perform operational duties at emergency/crisis location.

Provides expertise and assistance to city agencies developing emergency action plans and identifying hazards, and assists private sector organizations as requested.

Makes presentations and participates in emergency preparedness activities involving community groups, city/county agencies, and other governmental entities, and serves as liaison/representative for the agency.

Reviews, develops or modifies work plans, methods, and procedures, determines work priorities and develops work schedules to provide adequate staff coverage. Provides work instruction and assists employees with difficult and/or unusual assignments; encourages innovation. Assigns and distributes work, reviews work for accuracy and completeness and returns assignments with recommendations for proper completion.

Conducts hiring interviews and selects candidate(s) for job opening(s).

Resolves problems and mediates conflicts encountered during daily operations and determines appropriate solutions; promotes teamwork. Encourages regular communication, informs staff of relevant business issues and their impact on the organization.

Develops the performance enhancement plan, documents performance, provides performance feedback and formally evaluates the work of the employee; provides reward and recognition for proper and efficient performance. Develops and implements training and development plans and opportunities for subordinate staff.

Encourages and guides others toward goals.

Ensures quality, effectiveness, and efficiency of unit activities and safety measures.

Documents causes for disciplinary action and initiates letters of reprimand and makes formal recommendations for disciplinary action. Responds to formal and informal employee grievances and prepares written responses.

By position, participates in planning and managing budget systems; prepares and presents budget recommendations to higher management; operates within budget parameters; adjusts work plans/activities as a result of budget changes.

Performs other related duties as assigned or requested.

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.
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.

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.

Knowledge & Skills

Knowledge of emergency and disaster strategies and techniques sufficient to be able to determine and coordinate appropriate assistance.

Skill in developing techniques and methodologies to resolve unprecedented problems or situations.

Skill in evaluating emergency/crisis situations.

Skill in determining and communicating appropriate emergency response plans.

Education Requirement

Bachelor's Degree.

Experience Requirement

Three (3) years of experience performing emergency management or functions which included planning and executing disaster response scenarios, coordinating and training response teams, and evaluating emergency response operations.

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

Potential exposure to unpleasant elements (accidents, injuries and illness)
Subject to varying and unpredictable situations
Handles emergency or crisis situations
Subject to many interruptions
Pressure due to multiple calls and inquiries
Potential exposure to dangers of assaults/hazards from investigating alarms
Potential exposure to toxic chemicals.
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.
- **Carrying**: transporting an object, usually by hand, arm, or shoulder.
- **Balancing**: maintaining body equilibrium to prevent falling over.
- **Reaching**: extending the hand(s) and arm(s) in any direction.
- **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.
- **Eye(hand/foot) coordination**: performing work through using two or more.
- **Far Visual Acuity**: ability to see clearly at 20 feet or more.
- **Near Visual Acuity**: ability to see clearly at 20 inches or less.
- **Field of Vision**: ability to see peripherally.
- **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-811
- **FLSA Code**: Y
- **Management Level**: 6
- **Established Date**: 9/21/2018
- **Established By**: Lori Schumann
- **Revised Date**: 6/11/2019
- **Revised By**: Ryland Feno
- **Class History**:
  - 6/11/19 - Updated working environment verbiage.