Office of Human Resources

Executive Assistant III - LA2182

General Statement of Duties

Provides administrative/secretarial support and/or office management for an executive of a charter department or independent agency.

Distinguishing Characteristics

This is the third level of a three level series. This is not a progressive class series. This class performs administrative/secretarial support and office management for an executive of a charter department or independent agency. This class is distinguished from Executive Assistant II which performs administrative/secretarial support and/or office management for a manager responsible for multiple large divisions with complex operational or functional area(s) or for the highest level manager of smaller agencies. The Executive Assistant III is distinguished from Executive Assistant I which performs specialized and/or technical office support work that requires detailed knowledge of the specialized/technical area. The Executive Assistant III is distinguished from an Administrative Support Assistant IV that performs a variety of full performance level office support work.

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, supervises clerical or technical staff and/or performs lead work.
Essential Duties

Information Management – Organizes, monitors, tracks, evaluates, compiles, and prepares complex internal and external documents and internal policies or official documentation; manages information for the entire organization; accountable for all organizational resources, communication, and scheduling as it relates to the needs of the executive; keeps advised of the current status of the work of the executive and anticipates the executive’s needs by gathering records, reports, correspondence, statistics, or other specific types of information; maintains the executive’s appointment calendar and arranges appointments, meetings, and conferences, and contacts the appropriate individuals as needed.

Communication – Communicates general and controversial information with internal staff and external entities; communicates with other executive assistants, professionals, private and public organizations, or others to acquire, verify, coordinate, and document information as it relates to projects, programs, practices, or initiatives of the executive; briefs executive on subject matter for upcoming meetings, problems, policies, project status, commitments, and public relations efforts; answers telephones, screens calls and visitors, and directs the individual to the proper contact; prioritizes communication efforts of the executive; attends meetings and takes notes for the manager; and prepares presentations for the manager.

Policies and Procedures – Establishes office procedures and methods using standard systems; explains and defends organization-wide policies and procedures to a variety of internal and external customers including the general public; monitors and evaluates the office operations, studies procedures, recommends modifications, and implements office policies; maintains, edits, and reviews policies and procedures for grammatical structure and consistency for entire organization; updates policy and procedure manuals and other organization wide practices; types documents and distributes updates; creates and prepares databases that assist with documenting multiple events, projects, programs, and practices of the organization; and recommends policies or practices within the scope of responsibility.

Expenditure Controls – Coordinates and compiles budget information for the entire organization; monitors, verifies, tracks, and documents expenditures or revenues; reviews budget documents for consistency between various divisions and/or functional/operational areas and creates and/or prepares various reports and other support documents for the entire organization; determines the needs of the organization and immediate office for supplies and equipment and makes recommendations; monitors and tracks resources for operation; and creates forms, procedures, practices, and documents to support the executive’s budgetary responsibility.

Human Resources or Supervision – By position, conducts performance evaluations of staff supervised and assists with preparing the documents and performance evaluations of agency or department staff; assists the executive in communicating and reinforcing the organization’s shared values and organizational culture, prepares documents supporting the redesign and reorganization of staff; and delegates assignments to subordinate employees.

Performs other 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

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.

Decisiveness - Makes well-informed, effective, and timely decisions, even when data are limited or solutions produce unpleasant consequences; perceives the impact and implications of decisions.
Information Management - Identifies a need for and knows where or how to gather information; organizes and maintains information or information management systems.

Oral Communication - Expresses information to individuals or groups effectively; taking into account the audience and nature of the information; makes clear and convincing oral presentations; listens to others, attends to nonverbal cues and responds appropriately.

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.

Working with People - Shows respect for the views and contributions of other team members. Shows empathy, listens, supports, and cares for others, and reconciles conflict.

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.

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<th>Knowledge &amp; Skills</th>
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<td>Knowledge of budget documents sufficient to be able to monitor expenditures.</td>
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<td>Knowledge of arithmetic sufficient to be able to perform a variety of calculations.</td>
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<tr>
<td>Knowledge of standard office practice and procedures sufficient to be able to process various types of paperwork associated with office support duties.</td>
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<td>Knowledge of policies, procedures, rules, and laws relative to the specified area.</td>
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<td>Skill in utilizing computer software to accomplish a variety of tasks.</td>
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<td>Skill in facilitating highly confidential matters related to the agency or departmental policy.</td>
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<td>Skill in operating a telephone system and screening calls.</td>
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<th>Education Requirement</th>
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<td>Graduation from high school or the possession of a GED, HiSET or TASC Certificate.</td>
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<th>Experience Requirement</th>
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<td>Three (3) years of administrative/secretarial experience which must include one (1) year of experience at the type and level providing support to a manager responsible for large, complex divisions or the highest level manager of a small organization.</td>
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<th>Education &amp; Experience Equivalency</th>
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<td>A combination of appropriate education and experience may be substituted for the minimum education and experience requirements except for the one year of experience at the type and level providing support to a manager responsible for large, complex divisions or the highest level manager of a small organization.</td>
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<th>Licensure &amp; Certification</th>
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<td>None</td>
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<th>Working Environment</th>
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<td>For DPL Positions Specifically:</td>
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Atmospheric Conditions: conditions that affect the skin, eyes or respiratory system.
Handles absentee replacement on short notice.
Handles emergency or crisis situations.
Occasional pressure due to multiple calls and inquiries.
Subject to pressure for multiple calls, inquiries, and interruptions.

**Level of Physical Demand**

For DPL Positions Specifically:
1-Sedentary (0-10 lbs.) - 2-Light (10-20 lbs.)

**Physical Demands**

For DPL Positions Specifically:

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

- **Sitting:** Remaining in a stationary position.
- **Reaching:** Extending the hands, arms, or other device in any direction.
- **Handling:** Seizing, holding, grasping, through use of hands, fingers, or other means.
- **Fingering:** Picking and pinching, through use of fingers or otherwise.
- **Talking:** Communicating ideas or exchanging information.
- **Hearing:** Perceiving and comprehending the nature and direction of sounds.
- **Repetitive Motions:** Making frequent or continuous movements.
- **Eye/Hand/Foot Coordination:** Performing work through using two or more body parts or other devices.
- **Vision Near Acuity:** Ability to perceive or detect objects at 20 inches or less.
- **Vision Far Acuity:** Ability to perceive or detect objects clearly at 20 feet or more.
- **Depth Perception:** Ability to judge distances and space relationships.
- **Lifting:** By Position, may move objects up to 10 pounds, or 10-20 pounds from one level to another.

**Background Check Requirement**

- Criminal Check
- Employment Verification

**Assessment Requirement**

None

**Probation Period**

None

**Class Detail**

- **Pay Grade:** A-617
- **FLSA Code:** N
- **Management Level:** 9
- **Established Date:** 9/21/2018
- **Established By:** Lori Schumann
- **Revised Date:** 1/17/2020
- **Revised By:** Ryland Feno
- **Class History:**
  Updated classification to Library specifics.