Office of Human Resources

HR Data Analyst Senior – VA3024

**General Statement of Duties**
Plans, researches, and conducts analytical projects to produce meaningful HR metrics and data for City leaders.

**Distinguishing Characteristics**
This class is part of the Human Resources Data Analyst job series. This job series encompasses the following job classifications and a summary of their essential job function is as follows:

- **Human Resources Data Analyst**: This job is the first level of a two-level series. The essential function of this job is to analyze and report on a wide variety of HR related data and information. This includes the development and modification of pre-employment assessments by consulting with client subject matter experts and conducting validation studies including minimum qualifications, tracking test data, generating reports, and training others on assessment rating processes.

- **Senior Human Resources Data Analyst**: This job is the second level of a two-level series. The essential function of this job is to analyze and report on a wide variety of complex HR related data and information. This includes planning, researching, and conducting analytical projects to produce meaningful HR metrics and data for City leaders.

**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 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**
By position, performs lead work and/or supervises human resources staff.
Essential Duties

Strategize with agencies and Talent Acquisition staff on both short term and long term pre-employment assessment needs.

Evaluate and advise agencies and OHR leadership on various forms of assessment, including validity, effectiveness, cost, and legal defensibility.

Oversee the design and administration of the citywide pre-employment assessment program. Create and review procedures to ensure compliance with Career Service Rules while meeting the needs of agencies, recruiters, and applicants.

Evaluate assessment accommodation requests based on the Americans with Disabilities Act. Consider the impacts to test validity and security when determining a reasonable accommodation.

Conduct job analyses and test validation studies to verify the appropriate use of pre-employment assessments.

Consult with other areas of OHR to ensure alignment of assessment content to other initiatives, such as employee development courses, employee engagement efforts, and customer service initiatives.

Identifies, implements and manages vendor relationships, negotiates terms, reports on vendor effectiveness. Facilitates RFP process for new vendors or services.

Facilitates project meetings, tracks and reports progress.

Designs and implements training, policies and processes for the city. Consults with leadership on progress and tracks effectiveness.

Serves as an internal consultant to solve operational performance issues, provides technical assistance to colleagues and/or managers, and ensures consistency and equity in both policy and practice.

Fulfills unique adhoc requests for HR related data analysis/analytics projects that fall outside of regularly scheduled reports and analytics.

Conducts unique, controversial, and/or complex projects/assignments with undefined parameters in order to resolve exceptionally sensitive, viable, and/or controversial issues and understands the broad implications and long range impacts to the city and/or department.

Develops unique, project specific tools to collect data. Performs data collection and analysis pertaining to a broad range of complex human resources management related problems, issues, and situations and writes reports on recommended course of action.

Presents findings and recommendations to department managers and/or boards/commissions to gain support and approval of proposed recommendations and implementation strategies. Supports process improvement efforts.

Cultivates, fosters, and maintains positive working relationships with managers, supervisors, employees, and other stakeholders to gain their cooperation and support in assigned projects/studies.

By position, performs lead work over professional human resources employee and/or supervises technical and clerical positions, provides guidance and technical support, 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

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.

Decision Making – Makes sound, well-informed, and objective decisions, perceives the impact and implications of decisions, commits to action even in uncertain situations to accomplish goals, and causes change.

Information Management – Identifies a need for and knows where and how to gather information and organizes and maintains information or information management systems.

Influencing/Negotiating – Persuades others to accept recommendations, cooperate, or change their behavior, works with others toward an agreement, and negotiates to find mutually acceptable solutions.

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.

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.

Arithmetic/Mathematical Reasoning - Performs computations such as addition, subtraction, multiplication, and division correctly, solves practical problems by choosing appropriately from a variety of mathematical techniques such as formulas and percentages.

### Knowledge & Skills

Knowledge of data collection and analysis techniques.

Knowledge of hiring, classification, benefits, labor relations, negotiation, and federal, state and local employment regulations.

Skill with online survey administration programs.

Ability to analyze large, complex data in many forms to identify costs, trends, forecast program needs, and create predictive models.

### Education Requirement

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

### Experience Requirement

Five (5) years of professional human resources experience.

### 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.

A combination of appropriate education and experience may be substituted for the minimum education and experience requirements.
**Licensure & Certification**

None

**Working Environment**

Subject to pressure for multiple calls, inquiries, and interruptions.

**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.):

- **Hearing**: perceiving the nature of sound by ear.
- **Lifting**: raising or lowering objects weighing no more than 10 pounds, from one level to another.
- **Mental Demands**: mathematical reasoning, memorization, oral comprehension, spatial orientation, and written comprehension.
- **Sitting**: remaining in the normal seated position.
- **Stooping**: bending the body by bending the spine at the waist.
- **Talking**: expressing or exchanging ideas by means of spoken words.
- **Vision Near acuity**: ability to see clearly at 20 inches or less.

**Background Check Requirement**

- Criminal Check
- Education Check
- Employment Verification

**Assessment Requirement**

None

**Probation Period**

Six (6) months.

**Class Detail**

- **Pay Grade**: A-811
- **FLSA Code**: Y
- **Management Level**: 9
- **Established Date**: 9/21/2018
- **Established By**: Lori Schumann
- **Revised Date**: 2/24/19
- **Revised By**: Blair Malloy
- **Class History**: Updated level of supervision and other minor spec edits.