Office of Human Resources

Legal Administrator II – CL3193

General Statement of Duties

Performs management, supervisory, administrative, operational and fiscal activities or projects within a specialized functional area with section-wide impacts, which requires a thorough foundation in the principles and practices of the functional area in order to maintain and improve the efficiency and effectiveness of the functional area, and provides direction to department leaders with regard to strategic planning associated with the functional area for the section within a legal office, department or agency.

Distinguishing Characteristics

This class is distinguished from the Legal Administrator I that administers a variety of supervisory, administrative, and staff functions for legal offices, departments or agencies. Performs supervisory work over a section’s administrative, paraprofessional, and/or technical staff. Provides leadership, direction, and long range and short-term planning, and directs operational policy development and performance criteria for the assigned area(s) in conjunction with departmental plans and goals. This classification typically reports to a manager or a Legal Administrator II.

This class is distinguished from the Legal Administrator III class that has department-level responsibilities and may have some citywide responsibilities within a defined scope and performs supervisory work over a department(s)’ administrative, paraprofessional, and/or technical staff, provides leadership, direction, and long range and short-term planning, and directs operational policy development and performance criteria for the assigned area(s) in conjunction with the departmental plans and goals. This class also works within an agency performing various budget related functions or works within an organization and oversees the purchasing and procurement functions of the agency. The Legal Administrator III serves as an expert with regard to the agency’s management, supervisory, administrative, operational and fiscal matters and is a resource within the specialized functional areas of accounting, budgeting, or finance, resolves complex and technical issues, designs business systems and processes, and creates policies and procedures in alignment with fiscal rules and regulations that directly impact the day-to-day operations within the agency’s specialized functional area.

Guidelines, Difficulty and Decision-Making Level

Guidelines are in the form of stated objectives for the section, unit, function or project.

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.

Level of Supervision Received & Quality Review

Under managerial direction, the employee has personal accountability for carrying out the work objectives of an organizational unit or section within the scope of established guidelines and the mission of the agency or department. Employee is expected to resolve problems that arise in the normal course of the work. Work may be discussed with higher level supervisors and reviewed for soundness of judgment and feasibility of decisions.
**Interpersonal Communication & Purpose**

Contacts are of a non-prescribed nature involving the negotiation and resolution of non-routine problems encountered and where exceptional degrees of discretion and judgment and specialized knowledge are required in carrying out the programs and policies of an organization.

**Level of Supervision Exercised**

Performs supervision over employees within a specialized functional area.

**Essential Duties**

Manages a section’s administrative, paraprofessional, and/or technical staff, implements and monitors performance criteria to achieve the section's goals and objectives, and keeps supervisory/management level personnel abreast of trends and issues in the work area.

Manages the functional and/or operational area(s) within a section such as accounting, budgeting, finance, purchasing and procurement, human resource management, operational management, compliance and reporting, information management, information technology operations, expenditure control, and process improvement.

Develops a section’s short-term and long-term initiatives, goals, objectives, and key performance indicators (KPIs).

Assists with division’s annual budget; tracks, monitors, and projects expenditures; oversees assets; prepares justification and reports with regard to a specific section’s budget and associated business needs; ensures all budgets remain at or below established targets; and coordinates with other agencies regarding cross-departmental budgetary needs.

Prepares and/or oversees preparation of the section’s annual report. Details accomplishments, goals, objectives, and evaluates overall performance of the division’s functional area or activities.

Assists with the development of contracts within the section’s functional area including drafting RFPs for professional/service contracts, evaluating proposals, participating in selecting successful bidders, administering contracts, monitoring contracts for compliance and expenditures; and directs the acquisition of new materials through procurement process.

Manages and participates in legal, fiscal, and procedural monitoring of activities, evaluates the effect of unforeseen developments of plans and activities, and presents to top level management suggested changes in function direction and redirection.

Ensure compliance with fiscal rules and policies, monitors and assesses compliance, and makes recommendations for improvements. Develops and implements policies and procedures that impact business operations and administrative activities at the section level, modifies and implements procedures to increase operating efficiency, and determines the effectiveness of desired results.

Coaches, mentors, and challenges a section’s staff; champions continuous improvement, including devising new strategies and new opportunities; and leads staff development initiatives that include training, development, and succession planning.

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 responses; documents cause for disciplinary action and initiates letters of reprimand and formal recommendations for disciplinary action.
Performs other related duties as assigned or requested.

Any one position may not include all 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**

Conflict Management – Manages and resolves conflicts, grievances, confrontations, or disagreements in a constructive manner to minimize negative personal impact.

Decision Making - Specifies goals and obstacles in achieving goals, generates alternatives, considers risks and evaluates and chooses the best alternative to make determinations, draw conclusions or solve a problem.

Integrity/Honesty - Displays high standards of ethical conduct and understands the impact of violating these standards of an organization, self and others; chooses an ethical course of action; is trustworthy.

Leadership - Inspires, motivates, guides others toward goals; coaches, mentors, challenges staff, adapts leadership styles to various situations, models’ high standards of respect for individuals by applying these values daily.

Oral Communication - Expresses information, ideas, and facts to individuals or groups by effectively considering the audience and nature of the information; makes clear and convincing oral presentations; listens to others; and facilitates an open exchange of ideas.

Problem-Solving - Identifies and analyzes problems; determines accuracy; uses sound reasoning to arrive at conclusions; finds alternative solutions to complex problems; distinguishes between relevant and irrelevant information to make logical judgments and recommendations.

Reasoning - Identifies rules, principles or relationships that explain facts, data or other information; analyzes information and makes correct inferences or draws accurate conclusions.

Strategic Thinking - Formulates objectives and priorities and implements plans consistent with the long-term interests of the organization in a global environment. Capitalizes on opportunities and manages risks.

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.

**Knowledge & Skills**

Knowledge of Financial Management regarding general accounting procedures, systems, terms, concepts and policies, including familiarity with general ledger, general journal entries, fixed asset accounting, accounts receivable, and accounts payable; knowledge of methods of financial analysis; knowledge of budgeting, financial reporting, cash flow analysis, model building, and variance analysis; knowledge of financial controls (e.g., division of responsibilities).

Knowledge of Human Resources Management regarding procedures and tools for recruiting, selecting, and promoting employees; knowledge of U.S. federal, state employment laws, career service employment rules; knowledge of performance management systems (e.g., appraisal, disciplinary, and termination procedures); knowledge and expertise in personnel training and development systems/methods; knowledge of employee motivational techniques; knowledge of substance abuse issues in the workplace (e.g., intervention techniques, assessment and treatment resources);
Knowledge of Organizational Development regarding knowledge of leadership styles and techniques; knowledge of team development and management; knowledge of organizational development techniques (e.g., change management); knowledge and skill in negotiation and conflict management techniques.

Knowledge of Business Management/Legal Industry regarding knowledge of workforce demographics and trends; knowledge of planning techniques (e.g., strategic, disaster, and business planning); knowledge of procurement and contract management procedures (e.g., developing requests for proposals, evaluating proposals, overseeing contractor performance); knowledge of the American Bar Association Model Rules of Professional Ethics as it pertains to law firm management (e.g., conflict of interest, advertising, client file management); knowledge of changes/trends in the legal industry; knowledge of records management and retention requirements (e.g., requirements for paper and electronic documents, discovery holds and requests).

**Education Requirement**

Bachelor’s Degree in Business Administration, Management, Public Administration, or a related field.

**Experience Requirement**

Three (3) years of experience in a legal office performing administrative functions in the day-to-day operations of the organization and two (2) years of supervisory 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 for all classifications.

Additional appropriate education may be substituted for the minimum experience requirements, except for the two years of experience in a supervisory position.

**Licensure & Certification**

By position, requires a Paralegal Certification or Certified Legal Manager Certification. Licenses and certifications must be kept current as a condition of employment.

**Working Environment**

Work involves pressure due to multiple calls and inquires; subject to many interruptions, varying and unpredictable situations.

**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.
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.
Feeling: perceiving attributes of objects by means of skin receptors.
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.
Repetitive Motions: making frequent movements with a part of the body.
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.

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<th>Background Check Requirement</th>
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<tbody>
<tr>
<td>Criminal Check</td>
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<td>Employment Verification</td>
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<td>Education Check</td>
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<th>Assessment Requirement</th>
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<td>Professional Supervisor</td>
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<th>Probation Period</th>
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<td>Six (6) months.</td>
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<th>Class Detail</th>
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<tr>
<td>FLSA Code: Y</td>
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<tr>
<td>Management Level: 7</td>
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<td>Established Date: 7/28/19</td>
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<tr>
<td>Established By: Greg Thress</td>
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<td>Revised Date:</td>
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<td>Class History: New job classification series; replaces Operational Supervisor I's and Legal Administrator (CI0895) positions in CAO.</td>
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