# General Statement of Duties

Supervises the work of a transcriptionist office or unit.

## Distinguishing Characteristics

Positions in this class supervise the work of a transcription office or unit. This class is distinguished from the classes of Criminal Justice Transcriptionist and Medical Transcriptionist that transcribe, type or word process a variety of criminal justice and medical reports and records, respectively.

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 and 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 Communications and Purpose:

Contacts with the public or employees where factual information relative to the organization or its functions are received, relayed, or a service rendered according to established procedures or instructions.

Level of Supervision Exercised:

Supervises one or two employees who do not supervise.

## Guidelines, Difficulty and Decision-Making Level

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**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**

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**Level of Supervision Exercised**

Supervises one or two employees who do not supervise.

**Essential Duties**

Coordinates and supervises work assignments for transcriptionists.

Analyzes and monitors on-going work.

Researches and resolves work related problems.

Transcribes material that is of a rush or emergency nature or involves sensitive matters.

Trains new employees.

Supervises and assigns work to contract transcribers.

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.

Maintains storage and retention of recorded tapes and records.

Determines appropriate release of information to inquiring parties.

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

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.

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 medical or criminal justice references and research techniques sufficient to be able to utilize medical dictionaries and other resources.

Skill in facilitating highly confidential matters related to the agency or departmental policy.

Skill in using transcription and office keyboard equipment such as a typewriter, word processor, personal computer, or teleprocessing terminal including speed and accuracy necessary for the efficient production of transcripts.

Skill in maintaining files, records and tapes according to established procedures.

### Education Requirement

Graduation from high school or the possession of a GED, HiSET or TASC Certificate.

### Experience Requirement

Three (3) years of experience transcribing a variety of records and reports in a medical or police setting.

### Education & Experience Equivalency

Additional appropriate education may be substituted for the minimum experience requirements.

### Licensure & Certification

None

### Working Environment

Subject to many interruptions.
Pressure due to multiple calls and inquiries.

### 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.
- Pushing: exerting force upon an object so that the object is away.
- Pulling: exerting force on an object so that it is moving to the person.
- Stooping: bending the body by bending spine at the waist.
- Kneeling: bending legs to come to rest on one or both knees.
- Reaching: extending the hand(s) and arm(s) in any direction.
- Handling: seizing, holding, grasping, or otherwise working with hands.
- Talking: expressing or exchanging ideas by means of spoken words.
- Hearing: perceiving the nature of sounds by the ear.
- Repetitive motions: Making frequent movements with a part of the body.
- Eye/hand/foot coordination: performing work through using two or more.
- Lifting: raising or lowering objects weighing no more than 10 pounds, from one level to another.

## Background Check Requirement

- Criminal Check
- Employment Verification

## Assessment Requirement

- Professional Supervisor

## Probation Period

- Six (6) months.

## Class Detail

- Pay Grade: C-617
- FLSA Code: N
- Management Level: 7
- Established Date: 9/21/2018
- Established By: Lori Schumann
- Revised Date: 5/24/19
- Revised By: Ryland Feno
- Class History: Updated assessment requirement.