

SHASTA HEAD START CHILD DEVELOPMENT, INC

Human Resource Specialist

Supervisor: Fiscal/HR Manager

Classification: Non-Exempt

Mission

Shasta Head Start, a non-profit agency, is dedicated to making a positive difference in the lives of young children, one family at a time. We provide opportunities for education, parenting support, and resources to families in our communities.

Position Summary

Perform essential HR functions such as recruitment, maintenance of employee records, benefits administration, processing workers' compensation claims, education evaluation, and training. Additionally, responsible for the maintenance of the HRIS database.

Essential Duties and Responsibilities

- Liaison with health insurance providers to ensure the timely implementation of employee benefits and to resolve benefit-related concerns.
- Process, verify, and maintain personnel-related documentation, including staffing, recruitment, training, grievances, performance evaluations, classifications, and employee leaves of absence.
- Assist in the bi-weekly processing of payroll and maintain the integrity of the rates, deductions, contributions, bonuses, etc. that run through payroll.
- Assist in administering workers' compensation claims and records.
- Maintain Human Resource Information System (HRIS) database.
- Perform a broad range of general HR functions as needed and as assigned by supervisor.
- Assist in confidential investigations and follow through with the proper documentation.
- Coordinate the implementation of SHS training, ensuring a comprehensive and integrated approach that meets Head Start and State Standards.
- Ensure background checks are conducted on new employees.

Maintain Professional and Ethical Standards

- Maintain confidentiality in accordance with Agency policy and legal requirements.
- Be honest, reliable and dependable.
- Respect and maintain rights and privacy of all staff, parents, and children.
- Attend mandated trainings and meetings, and seek out staff development opportunities.
- Work as a team member with all staff and maintain a positive work ethic.
- Act conscientiously in performing routine duties
- Adhere to NAEYC Code of Ethical Conduct.

Qualifications

Knowledge and Skills

- Ability to read, analyze, and interpret periodicals, professional journals, technical procedures, and government regulations in fields relevant to position.
- Ability to write technical reports, business correspondence, and procedures manuals.
- Ability to effectively present information and respond to questions from groups of managers, community resources and regulatory agencies, employers, community groups, families, staff and the general public.
- Ability to use basic math skills, to compute rate, ratio and percent and to draw and interpret bar graphs.
- Ability to solve practical problems and deal with a variety of concrete variables in situations where only limited standardization exists.

- Knowledge of various software programs such as MS Word, Excel, Power-Point, Visio, and Publisher.
- Experience with Applicant Tracking Systems and Human Resources Information Systems, specifically Paycom.
- Ability to organize and manage time effectively, and to work independently.
- Knowledge of principles and processes for providing customer service. This includes customer needs assessment, meeting quality standards for services, and evaluation of customer satisfaction.
- Knowledge of human behavior and performance; individual differences in ability, personality, and interests; learning and motivation.
- Knowledge of administrative and clerical procedures and systems such as word processing, managing files and records, designing forms, and other office procedures and terminology.
- Speaking - Talking to others to convey information effectively.
- Active Listening - Giving full attention to what other people are saying, taking time to understand the points being made, asking questions as appropriate, and not interrupting at inappropriate times.
- Critical Thinking - Using logic and reasoning to identify the strengths and weaknesses of alternative solutions, conclusions or approaches to problems.
- Social Perceptiveness - Being aware of others' reactions and understanding why they react as they do.

Education and Experience

Minimum

Associate's degree in business, human resources, or related field. Minimum of one year related experience.

Desired

Bachelor's degree business, human resources or a related field and three years human resource experience. HRIS experience strongly desired.

Physical Demands

The physical demands described here are representative of those that must be met by an employee to successfully perform the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions. While performing the duties of this job, the employee is regularly required to sit; use hands to finger, handle or feel objects, tools or controls; reach with hands and arms; and talk or hear. The employee is occasionally required to stand; walk; climb or balance; and stoop, kneel, crouch or crawl. The employee must regularly lift and/or move up to 20 pounds. The employee must be able to occasionally lift 20 pounds overhead and 40 pounds from waist to shoulder. The employee frequently lifts and/or moves up to 40 pounds, and occasionally lifts 50 pounds from floor to waist. The employee must be able to push/pull up to 75 pounds horizontally. Specific vision abilities required by this job include close vision, distant vision, color vision, peripheral vision, depth perception, and the ability to adjust focus.

ACKNOWLEDGEMENTS:

I HAVE REVIEWED AND DISCUSSED THIS JOB DESCRIPTION WITH THE HIRING SUPERVISOR.

Employee (Print)

Employee Signature

Date

Supervisors Signature

Date

Supervisors Title