

**SACRAMENTO CITY UNIFIED SCHOOL DISTRICT**  
**Position Description**

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<b>TITLE:</b>	Recruitment and Retention Specialist, CARES Act	<b>CLASSIFICATION:</b>	Classified Confidential
<b>SERIES:</b>	None	<b>FLSA:</b>	Exempt
<b>JOB CLASS CODE:</b>	9796	<b>WORK YEAR:</b>	12 Months
<b>DEPARTMENT:</b>	Human Resource Services	<b>SALARY:</b>	Range 63 Salary Schedule F
<b>REPORTS TO:</b>	Human Resources Administrator	<b>CABINET APPROVAL:</b>	07-26-2021

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**BASIC FUNCTION:**

Under direction of the human resources administrator, the Recruitment and Retention Specialist, Coronavirus Aid, Relief, and Economic Security (CARES) Act (2020), will coordinate and perform a variety of highly responsible and professional personnel administration duties to address human resources matters related to the onset and continuation of the COVID-19 pandemic. The Recruitment and Retention Specialist will require independent judgment and analysis for the smooth and efficient operation of the Human Resource Services for classified, certificated, management, and non-represented personnel; advice and make recommendations to school management; and ensure District compliance with laws, policies, and labor agreements.

**REPRESENTATIVE DUTIES:** (Incumbents may perform any combination of the essential functions shown below [E]. This position description is not intended to be an exhaustive list of all duties, knowledge, or abilities associated with this classification, but is intended to accurately reflect the principle job elements.)

Coordinate and perform highly responsible and professional personnel administration duties requiring independent judgment and analysis for the smooth and efficient operation of the Human Resource Services Department for classified, certificated, management, and non-represented personnel. **E**

Make recommendations and advice school management; ensure District compliance with laws, policies, and labor agreements. **E**

Monitor certificated assignments, compliance with “No Child Left Behind” (NCLB), applications, and renewals to ensure credential requirements are met. **E**

Organize and compile documents, and coordinate activities related to salary administration, terms of employment, data gathering, report preparation, special project assignments, the recruitment/retention, interview and selection process, and interview proctoring. **E**

Participate in the construction and revision of interview assessment forms; administer the interview and selection process; provide guidelines and direction to administrators regarding hiring practices; facilitate screening and interview panels; coordinate the examination process; and ensure security of all recruitment and selection materials and related information. **E**

Gather and compile statistics and other data; research a variety of sources to provide reports including applicable legal provisions related to personnel and employee compensation. **E**

Perform assigned duties for recruitment/retention, hiring, paper screening, interviewing, consulting with job applicants, reference checking, and preparing results of interviews. **E**

Process personnel actions such as transfers, promotions, retirements, waivers, letters of agreement, counseling, leave usage, and others. **E**

Conduct exit interviews, intention to return surveys, and maintain statistical data for use in developing effective recruitment strategies. **E**

Establish and maintain contact with the District's Credential Auditor, the California Commission on Teacher Credentialing (CCTC) and the Sacramento County Office of Education (SCOE) Credentials Office to assure compliance; receive and submit credential applications and credential to be registered; and serve as a liaison, along with the Credential Auditor, among the District, the CCTC, and SCOE. **E**

Perform duties associated with position control, preliminary salary schedule placement, applicant tracking, management information systems, diversity programs, and other areas as assigned. **E**

Assist with coordination of classified, certificated, management, and non-represented staffing at sites and departments including the layoff/surplus process; develop staffing reports and information as requested. **E**

Research and analyze data utilizing computer database management programs, coordinate the collection and preparation of data through computer-generated reports required by District personnel, or state and federal agencies. **E**

Assist with determining acceptable units for salary advancement or increases for classified and certificated personnel according to established District practices. **E**

Collect, assemble, and transmit confidential and controversial information, including evaluations, disciplinary matters involving personnel, and other sensitive issues; ensure District compliance with laws, policies, and labor agreements. **E**

Assist in resolving complaints from the public; communicate with outside groups and special organizations including City, County, and State officials. **E**

Compose statistical and narrative reports independently; research, compile, and prepare Closed Session Board and Superintendent's Cabinet agenda items; prepare letters, memos, forms, and other documents as required. **E**

Participate in training programs and activities inside the District and with outside agencies to maintain current knowledge of personnel and employee compensation laws, court decisions, rules, regulations, and trends affecting both the private and public sector. **E**

Prepare and store documents using standard office equipment and technology including computers, scanners, copiers, and electronic storage devices. **E**

Operate a computer to input, output, update, and access a variety of records and information; generate reports, records, lists, and summaries from computer database. **E**

Provide excellent customer service by establishing positive relationships with job applicants, candidates, and District personnel, business partners, and stakeholders; respond to phone calls, e-mails, letters, and other communications; lift light objects. **E**

Promote teamwork by sharing knowledge, providing cross-training for other employees, cooperating with others, participating in meetings and work groups, and support the goals and objectives of the District and the department. **E**

Perform related duties as assigned.

#### **TRAINING, EDUCATION, AND EXPERIENCE:**

Any combination equivalent to: bachelor's degree with a major in personnel, public or business administration, or a related field, and six (6) years of increasingly responsible recruitment, retention, human resources, or employee compensation experience. Substitution: an associate degree in a related field may substitute for the required experience year for year basis.

**LICENSES AND OTHER REQUIREMENTS:**

Valid California driver's license; provide personal automobile and proof of insurance. Overall scores in computer software testing program preferred as follows:

Keyboarding .....	60 Correct WPM
Word.....	95% Overall Score
Excel.....	95% Overall Score
PowerPoint .....	95% Overall Score

**KNOWLEDGE AND ABILITIES:****KNOWLEDGE OF:**

- Principles and techniques of recruitment and selection of personnel.
- Functions of personnel and contract interpretation.
- Sound personnel and employee compensation terminology, policies, practices, and procedures.
- Legal and equitable interview and selection techniques.
- Fair Employment and Equal Opportunity policies and regulations.
- Operations, procedures, specific rules, and precedents of the department.
- Presentation, communication, and public speaking techniques.
- Technical aspects of field of specialty.
- Applicable sections of the State Education Code, other laws, rules, and regulations related to certificated and classified employment.
- District organization, operations, policies, and procedures.
- Bargaining unit reports, labor relations, and negotiations.
- Operation of a computer, related software, standard office equipment.
- Paperless electronic filing systems.
- Research methods, and report writing and recordkeeping techniques.
- Correct oral and written usage of English, grammar, spelling, punctuation, vocabulary, and composition.
- Interpersonal skills using tact, patience, and courtesy.
- Health and safety regulations.

**ABILITY TO:**

- Perform the basic function of the position.
- Prepare and maintain statistical and other records and files.
- Utilize effective leadership skills that work well within a team setting.
- Prepare extensive, frequent, detailed, and accurate bargaining unit reports, and assemble confidential and sensitive information related to labor relations and negotiations.
- Operate a computer, related software, and standard office equipment.
- Research, analyze, compile, and verify data, and prepare reports.
- Read, interpret, apply, and explain rules, regulations, policies, and procedures.
- Handle multiple tasks, work under pressure, and work with priorities/deadlines subject to frequent change.
- Exercise analytical and independent judgment.
- Analyze situations accurately, and adopt an effective course of action.
- Work confidentially with discretion, and complete work with many interruptions.
- Communicate effectively, both orally and in writing.
- Establish and maintain cooperative and effective working relationships with others.
- Work in a team environment.
- Compose correspondence and written materials independently.
- Lift light objects according to safety regulations.
- Meet state and District standards of professional conduct as outlined in Board Policy.

**WORKING CONDITIONS:**

**SAMPLE ENVIRONMENT:**

Office environment; drive a vehicle to conduct work; constant interruptions.

**SAMPLE PHYSICAL ABILITIES:**

Sit for extended periods of time; dexterity of hands and fingers to operate a computer keyboard; reach overhead, above the shoulders and horizontally, bend at the waist, and kneel or crouching to retrieve files from cabinets and shelves; hear and speak to exchange information and make presentations; see to monitor various activities and read documents; lift light objects; transport materials to various locations.

**SAMPLE HAZARD:**

Contact with dissatisfied or abusive individuals.

**NOTE:** This job class has been designated "Confidential" by the Board of Education in accordance with the Rodda Act.