

LAGUNA BEACH UNIFIED SCHOOL DISTRICT
Job Description: Human Resources Assistant

BASIC FUNCTION:

Under general supervision of the Assistant Superintendent, Human Resources, to perform a variety of technical and complex clerical tasks in an administrative office, including the recruitment, processing, and placement of substitute teachers and classified substitutes, to assist in the procurement of goods, materials, supplies, and equipment for the District Office. Be responsible for providing routine information to the public and act as the District's telephone operator and receptionist.

ESSENTIAL DUTIES:

- Operate a multi-line telephone system for receiving, transferring, and placing telephone calls.
- Answer questions in response to inquiries related to routine policies, regulations, and operational procedures or by referring those making inquiries to appropriate offices or personnel.
- Address the public tactfully and courteously; answer questions in person, over the telephone, and/or via email in a timely manner and direct District visitors to the appropriate person or office.
- Responds to routine inquiries from prospective and current substitute employees.
- Processes required paperwork for prospective and current substitute employees, including data entry of employee information into the human resources management system.
- Plans, organizes, and presents substitute orientation for new substitute employees.
- Uses and maintains a District-adopted online substitute management system to effectively place substitutes and employees in assigned positions.
- Works with site clerical, administrative staff, and employees to resolve placement issues with substitute employees in a timely and judicial manner.
- Monitor District office room reservations and assist with posting notices, room preparation, and set up as assigned.
- Initiates and collects staff evaluations of substitute employees providing feedback to site principals and the Human Resources Office.
- Performs complex and technical clerical work involving a review and audit of a variety of materials and a thorough familiarity with policies, practices, and procedures.
- Reviews, audits, and monitors the development of a variety of technical reports and statistical data.
- Generates reports, locates and abstracts data from a variety of informational sources.
- Prepares correspondence in response to technical questions following a specific response format.
- Establishes and maintains alphabetical, numerical, subject matter, and other classification files and catalogs.
- Organizes and coordinates the preparation of documents and records, which may include forms, bulletins, questionnaires, purchase requisitions, calendars, and a variety of other materials.
- Prepares and maintains simple financial or statistical records.
- Maintains office equipment and stocks with appropriate supplies.
- Assist with coordination of custodial coverage for school and non-school related events.

- Manages and inputs data into a computerized record management, storage, and retrieval system, and utilizes the output reports in the office operational functions, including but not limited to, financial, employee time and attendance, and student information systems. Maintain a variety of confidential non-permanent personnel records.

OTHER REPRESENTATIVE DUTIES:

- Engage in cross-training on District functions and demonstrate knowledge to support office needs.
- Participates in job-related or District training as required.
- Assist with the coordination of onboarding of parent volunteers
- Performs other related duties as assigned.

QUALIFICATIONS:

Knowledge of:

- Appropriate English usage, spelling, grammar, punctuation, and mathematical concepts.
- Modern office methods, practices, and procedures, including filing systems, receptionist and telephone techniques, business forms, letter and report writing, proofreading, and office equipment operation.
- Use of the internet, file transfers, downloading and uploading data from websites.
- Record storage, retrieval, and management systems.
- School district organization, functions, policies, rules, and regulations.

Ability to:

- Perform complex and technical clerical work requiring accuracy and attention to detail.
- Prepare clear and concise reports.
- Accurately interpret legal mandates, District policies, rules, and regulations, and apply them to a variety of operational procedures.
- Deal effectively with a wide variety of personalities and situations requiring diplomacy, friendliness, poise, and firmness.
- Understand and carry out oral and written directions.
- Establish and maintain cooperative working relationships.

MINIMUM QUALIFICATIONS:

Experience:

Three years of responsible and technical clerical experience, including experience in organizing and coordinating clerical functions.

Education:

Equivalent to the completion of the twelfth grade, including coursework or training in business practices, automated record management, storage, and retrieval systems, and other related functional areas.

LICENSES AND OTHER REQUIREMENTS:

Willingness to acquire valid CPR and First Aid certifications issued by an authorized agency.

Personal Qualities:

- Independent worker
- Maturity and good judgment
- Professional appearance

- Willingness to assume a wide range of responsibilities
- Willingness to continuously improve
- Pleasant interpersonal skills
- Good organizational skills
- Commitment to professional courtesy
- Commitment to professional responsibility
- High intrinsic motivation

WORKING CONDITIONS:

Environment:

- Indoor office environment.
- Constant interruptions.

Physical Requirements:

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 essential functions. While performing the duties of this job, the employee is required to demonstrate:

- Ability to frequently stand, sit, reach, grasp, stoop, bend, twist, kneel, squat, and twist
- Ability to frequently lift, push, pull, and/or move up to 15 pounds, occasionally move or lift up to 25 pounds, and occasionally move or lift up to 50 pounds with assistance.
- Ability to see for the purposes of reading instructional materials, documents, and other printed matter, for observing students, and for the safe operation of equipment
- Ability to hear and understand speech at normal levels in person or on the telephone
- Ability to communicate so others will be able to clearly understand a normal conversation
- Ability to operate office equipment with dexterity in a safe and efficient manner

Operation of Vehicles, Machinery, and Equipment Requirements:

- Ability to travel to a variety of locations within a reasonable time frame
- Must be able to operate office, multimedia, and computer equipment

Mental and Emotional Requirements:

- Ability to understand, and follow oral and written directions
- Ability to work independently with little direction
- Ability to concentrate to meet numerous deadlines
- Ability to establish and maintain effective working relationships with others
- Ability to make independent decisions to respond to numerous requests, deadlines, and to prioritize assignments
- Ability to exchange information
- Ability to learn the procedures, functions, and limitations of assigned duties

SPECIAL REQUIREMENTS:

Applicants must successfully pass the skill test administered by the District, and speak, read, and write in English.