



Town of Wytheville

Job Opening

Job Title: **Director of Human Resources** (Full-Time, with Generous Benefits Package)

DEPARTMENT: Administration

FLSA DESIGNATION: Exempt

POSTED: 07/08/2024

ANTICIPATED HIRING RANGE: \$71,320 to \$90,199

Actual compensation will be Dependent on Education and Experience.

POSITION SUMMARY: The **Director of Human Resources** performs a wide variety of professional, administrative and technical work in human resources and personnel related matters while exercising supervision of all employees within the Human Resources Department.

➔ **Job Description is attached. Please review the full list of Tasks and Responsibilities.**

REQUIRED MINIMUM QUALIFICATIONS: High school diploma or GED equivalent. Requires either a PHR, SPHR, IPMA-HR, HRCI or related certification or ability to obtain HR certification within one (1) year of hire date. Candidate must have knowledge of basic human resource functions, with prior experience in a human resource or personnel office. Most possess a professional demeanor with emotional intelligence and ability to navigate stressful and challenging topics with professionalism. Comprehensive knowledge of the philosophies, principles, and practices of public personnel administration, including but not limited to, job classifications, compensation programs, training, and employee relations. Knowledge of local governmental organization and administration. Ability to establish and maintain effective working relationships with other Town officials, employees, and the public. Ability to present facts and recommendations effectively in oral and written form. Ability to record and organize statistical and financial data, apply logical sequence to the analysis and resolution of an issue. Ability to analyze and assess complex issues and provide appropriate guidance and direction to management. Ability to plan, supervise and review the work of professional, technical, and clerical staff. Skills in negotiation, conflict resolution and problem solving. Ability to maintain confidentiality and protect sensitive information. Comprehensive knowledge of and experience with federal and state laws and regulations applicable to public employment. **Preferred:** Bachelor's degree from an accredited college or university in human resource management, public administration, or related field. Any equivalent amount of training and experience will be considered in lieu of a college or university degree. Extensive (5+ years) progressively responsible experience in human resource management.

Please refer to the Job Description for additional Required Minimum Qualifications

HOW TO APPLY: Employment applications are available online at <https://www.wytheville.org/employment>, or by visiting the Lobby of the Town Municipal Building at 150 E. Monroe St., Wytheville, VA. Please submit completed applications via email to: human.resources@wytheville.org, in person, or by USPS mail to: Department of Human Resources, Town of Wytheville, P.O. Box 533, Wytheville, VA 24382.

CLOSING DATE: Position is posted open until filled. Review of applications begins immediately and will continue until the position is filled or the posting is cancelled.

The Town of Wytheville is an Equal Opportunity Employer

JOB DESCRIPTION

Class Title: **Director of Human Resources**

Department: Administrative Department
Worker's Comp: 054
FLSA Designation: Exempt
Effective Date: July 8, 2024

POSITION SUMMARY

The **Director of Human Resources** performs a wide variety of professional, administrative and technical work in human resources and personnel related matters.

SUPERVISION RECEIVED

Works under the general supervision of the Town Manager.

SUPERVISION EXERCISED

Supervises all employees within the Human Resources Department.

TYPICAL TASKS & RESPONSIBILITIES

- Administers the Town's personnel policies, compensation plans, benefits packages, compliance standards, training programs, talent recruitment and retention strategies, performance evaluation and related tasks.
- Provides professional guidance to the Town Manager and Department heads on matters relating to personnel; oversees discipline proceedings and manages employee investigations. Assists Department Heads with employees discipline related matters.
- Updates, edits, and writes personnel policies and advises management on best practices for employee relations.
- Communicate various human resources policies, procedures, laws, standards and government regulations to management and staff.
- Responsible for the maintenance of personnel records and employee files to meet both mandatory requirements and industry standards.
- Regularly review and updates job descriptions in coordination with the Department Heads. Address employee and management inquiries as they relate to human resources.
- Assists in the annual planning and budgetary inputs for personnel line items as it relates to departmental operating budgets.
- Develops and maintains a position control system and provides general oversight over organizational personnel costs and the organizational charts.
- Oversight of the employee benefits program. Ensures that annual planning and cost/performance evaluation of the town's benefits programs is conducted on a regular basis. Provides guidance and direction for employee communications relating to compensation/benefits and oversees the delivery of the compensation benefits to employees. Serves as the primary contact for third party benefits providers and maintains positive relations with benefits providers.
- Maintains official job board list for each position to ensure that job postings are widely distributed and reaching quality candidates.
- Oversees the Workman's Compensation program and ensures that reporting requirements are met. Maintain OSHA 300 and 300A Logs.

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- Oversees the Virginia Retirement System (VRS) contributions and reporting requirements. Serves as the organizational contact for VRS and related benefits.
- Serves as the organizational liaison for Virginia Occupational Safety and Health. Serves as the Safety Coordinator for employee education and other programs relating to health and safety. Includes annual Risk Management Reporting for insurance and other reporting needs.
- Serves as a risk management coordinator for employee injuries and actively works to reduce employee injuries and town losses. Leads the team in proactive risk management policies and practices to reduce town risk and liability.
- Counsels employees as needed for any employee relations issues and serves as a mediator and/or facilitator for employee conflicts.
- Oversight over the Town's comprehensive training program for employees. Works with Department Heads to ensure compliance with training requirements.
- Reports to Town Council in partnership with the Town Attorney and Town Management to communicate any required changes to personnel policy and other personnel topics as needed.
- Interprets and ensures compliance with all state and federal laws and regulations including FLSA, FMLA, EEO, ADA, HIPAA, IRS regulations, COBRA and other as applicable. Responsible for reporting to local, state, and federal organizations as required by law.
- Provides regular assessment of staff resources and organizational structure to meet current and future needs. Provide guidance to Town Management on efficiency improvements as it relates to personnel management.
- Manages special projects and other duties as assigned by Town Management.
- Provides guidance and support to the employees in the Human Resources Department. This includes learning about and becoming proficient in all tasks and roles required of the department, including basic administrative and payroll functions. Serves as a backup to those employees when/if needed to keep the department functional.

EDUCATION AND EXPERIENCE

Preferred: Bachelor's degree from an accredited college or university in human resource management, public administration, or related field. Any equivalent amount of training and experience will be considered in lieu of college or university degree.

Extensive (5+ years) progressively responsible experience in human resource management preferred. Candidate must have knowledge of basic human resource functions, with prior experience in a human resource or personnel office.

Professional Certification. Requires either a PHR, SPHR, IPMA-HR, HRCI or related certification or ability to obtain HR certification within one (1) year of hire date.

KNOWLEDGE, SKILLS, AND ABILITIES

- Comprehensive knowledge of the qualifications and characteristics of major occupational groups and job families.
- Knowledge of local governmental organization and administration.
- Comprehensive knowledge of and experience with federal and state laws and regulations

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applicable to public employment.

- Ability to establish and maintain effective working relationships with other Town officials, employees, and the general public.
- Ability to present facts and recommendations effectively in oral and written form.
- Ability to record and organize statistical and financial data, apply logical sequence to the analysis and resolution of an issue.
- Ability to analyze and assess complex issues and provide appropriate guidance and direction to management.
- Ability to plan, supervise and review the work of professional, technical, and clerical staff.
- Skills in negotiation, conflict resolution and problem solving.
- Ability to maintain confidentiality and protect sensitive information.
- Professional demeanor with emotional intelligence and ability to navigate stressful and challenging topics with professionalism.

TOOLS AND EQUIPMENT USED

Standard office computer systems, Microsoft Office suite of products, Phone system

PHYSICAL DEMANDS AND WORK ENVIRONMENT

The physical demands and work environment 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.

Physical Demands: While performing the duties of this job, the employee is frequently required to walk, sit, and talk, or hear. The employee is occasionally required to use hands to finger, handle, feel, or operate objects, tools, or controls, and to reach with hands and arms. The employee must frequently lift and/or move up to 25 pounds. Specific vision abilities required by this job include preparing and analyzing written or computer data, operation of machines, determining the accuracy and thoroughness of work, and observing general surroundings and activities. Vocal communication is required for expressing or exchanging information and instructions by means of the spoken work; hearing is required to perceive information at normal spoken word levels, and to receive detailed information through oral communications and/or to make fine distinctions in sound.

Work Environment: The work office is located indoors and is located at the Town of Wytheville, Municipal Offices. 150 East Monroe Street, Wytheville, VA. The position may require occasional travel to other departments located within the Town and when required, the position may require out of town travel for work related conferences, trainings, etc.

SELECTION GUIDELINES

JOB DESCRIPTION

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Formal application, rating of education and experience, oral interview, criminal background check, driving records, physical examination, psychological examination, physical agility test, written test, and job-related test may be required.

The duties listed above are intended only as illustrations of the various types of work that may be performed. The omission of specific statements of duties does not exclude them from the position if the work is similar, related, or a logical assignment to the position. The job description does not constitute an employment agreement between the employer and employee and is subject to change by the employer as the needs of the employer and requirements of the job change.

Authorization:

Signature: _____ Date: _____ Approval: _____ Date: _____
Department Head Town Manager

Revision History: 10/01/1994; 08/21/2002; 10/01/2002; 08/15/2013; 12/20/2022;07/08/24

Job Description Acknowledgement of Employee:

My signature below represents that I have received the complete job description. Further, I understand the following: it is my responsibility to read the job description and to fully understand the requirements set forth therein; the job description is to be used as a guide and that I will be responsible for performing other duties as assigned; and this job description does not constitute an employment contract with the Town of Wytheville.

Printed Name: _____ Signature: _____ Date: _____

HR Use Only:

Date Received: _____ HR Rep Initials: _____ Effective Date: _____