

SENIOR HUMAN RESOURCES GENERALIST

Job Description

CATEGORY: ADMINISTRATIVE AND PROFESSIONAL
POSITION STATUS: FULL-TIME
FLSA STATUS: EXEMPT
SALARY CODE: 21
REPORT TO: CHIEF HUMAN RESOURCES OFFICER
REVIEWED DATE:

The incumbent in this job is expected to assist the College in achieving its vision and mission of student success and service to the community. A commitment to excellence, service, and a willingness to assist as needed are expectations for all employees.

JOB SUMMARY

The senior human resources generalist is part of a collegial administrative team dedicated to providing accurate, insightful, analytical, and timely administrative leadership, support, and oversight that will help the Texas Southmost College HR department continue to grow and develop to meet the needs of the university and its employees. Under the supervision of and in coordination with the Chief Human Resources Officer, the senior human resources generalist will serve as a resource, partner and leader in handling HR functions by maintaining a positive and rewarding work experience for employees in an environment of accountability.

ESSENTIAL DUTIES AND RESPONSIBILITIES

- Serves as a liaison to the human resource functions including, but not limited to, compensation, payroll, benefits, leave administration; employee equity matters; disputes and investigations; performance and talent management; productivity, recognition, and morale; and training and development.
- Builds strong relationships across entities to foster communication and transparency.
- Supports the execution of human resources activities in compliance with all local, state, and federal regulations. Informs and counsels management and/or employees on trends and current developments in human resources, as appropriate.
- Understands and has in-depth knowledge of employee benefits programs.
- Supports the administration of these programs; may respond to employee inquiries and help resolve issues.
- Assists in the administration of annual performance reviews. Ensures the timely completion of faculty and staff performance reviews.
- Coordinates and may administer employee leaves of absence and ADA accommodations.
- Oversee, coordinate, and manage employee separations and applicable offboarding activities including exit interviews.
- Maintenance of strict confidentiality and security of records including specialized human resources databases, computer software systems, and filing systems.
- Initiates, maintains and updates employee files and other relevant information in HR systems.
- Compiles, analyzes, and generates customized reports for administrative and external sources. serves as a liaison and information resource for faculty and staff, consults with others on problems, and determines final resolution of problems and issues.

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- Implements, tracks, and maintains databases of various employee information.
- Processes documents on new, current, and former employees in HR systems.
- Advises, counsels, and answers inquiries regarding human resource issues in area of responsibility.
- Conducts training sessions.
- Delivers a variety of training programs for varying levels of individuals within the College as needed.
- Coordinates training schedules for targeted employees, course evaluations, and maintenance of all employee training records and materials. Notifies employees when mandatory training is due and tracks records of completion.
- Troubleshoots by identifying the problem, uses all available resources to develop a solution and follows through with the issue until its conclusion in a timely manner.
- Processes a variety of documents, forms and files.
- Attends the workplace regularly, reports to work punctually and follows a work schedule to keep up with the demands of the worksite.
- Completes duties and responsibilities in compliance with college standards, policies and guidelines.
- Promotes positive morale and teamwork within the functional unit and provides exceptional customer service to students, faculty and the community.
- Uses interpersonal skills and makes sound judgments to decide how duties and responsibilities are completed between coworkers, the supervisory chain, faculty, staff, students, and customers.
- Completes all required training and professional development sessions sponsored by Texas Southmost College (TSC).
- Supports the values and institutional goals as defined in the College's Strategic Plan.
- Assists with the process for systematic review and evaluation of the planning unit per the model adopted by the College, including the development and monitoring of outcomes and plans of action for improvement based on the assessment of those outcomes and plans.
- Participates in the process for systematic review and evaluation per the institutional effectiveness model adopted by the College.
- Working hours may include evenings, holidays or weekends depending on deadline requirements and special events.
- Performs duties and responsibilities within a high-tech all-digital environment.
- Performs other duties as assigned.

REQUIRED KNOWLEDGE AND SKILLS

To perform this job successfully, an individual must be able to perform each essential duty satisfactorily. The requirements listed below are representative of the knowledge, skill, and/or ability required.

- Advanced skills in Microsoft Word, Excel, and PowerPoint and an understanding of information technology and relational database applications.
- Ability to grasp concepts and procedures quickly.
- Strong detail orientation and ability to multi-task with little direct supervision.

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- Strong judgment, decisiveness, interpersonal skills to work effectively with employees at all levels of the organization.
- Ability to work under pressure with multiple interruptions and meet deadlines.
- Cooperation team player in a diverse working environment.
- Ability to thrive in a fast-paced, customer-service oriented collaborative team environment.
- Excellent customer service skills and interpersonal skills.
- Excellent oral and written communication skills.
- Ability to handle sensitive and extensive confidential data.
- Problem solving skills and the ability to lead, instruct, handle a large variety of details and to work with all levels of organization.
- Proficient in the use of e-mail, word processing, spreadsheet, database, and presentation software and use of the Internet to access data, maintain records, generate reports, and communicate with others

REQUIRED EDUCATION AND EXPERIENCE

To perform this job successfully, an individual must be able to perform each essential duty satisfactorily. The requirements listed below are representative of the education and experience required.

- Bachelor's degree or 120 college hours from an accredited college or university.
- Seven (7) years of related experience in the human resources field (e.g. benefits and compensation, technical, employee relations, recruitment, etc.).

PREFERRED EDUCATION AND EXPERIENCE

- Graduate work in Human Resource Management, Employee Relations, Labor Relations, Business Administration, or related field or directly related human resources work experience that provides extensive knowledge of fundamental theories, principles, and concepts may be considered in lieu of degree.
- Ten (10) years of human resources experience that encompasses all aspects of human resources in a professional office setting with increasing responsibility within a human resources department. PHR or SHRM-CP preferred.
- Experience working with Colleague.
- Working knowledge of payroll processing and FMLA preferred for Benefits and Compensation.
- Experience with worker's compensation and unemployment preferred for Employee Relations.
- Experience working with Professional Development.
- Experience in applicant tracking, recruitment metrics, interview and selection, sourcing and job board management preferred for Recruitment.

CERTIFICATES AND LICENSURES

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None required.

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 frequently required to sit; use hands and fingers to handle objects, tools, or controls; reach with hands and arms; and talk or hear. The employee is occasionally required to stand; walk; climb or balance; stoop, kneel, crouch, or crawl; and taste or smell. The employee must frequently lift and/or move up to 10 pounds and occasionally lift and/or move up to 25 pounds. Specific vision abilities required by this job include close vision, distance vision, color vision, peripheral vision, depth perception, and the ability to adjust focus.

WORK ENVIRONMENT

The work environment characteristics described here are representative of those an employee encounters while performing 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 occasionally works near moving mechanical parts and is occasionally exposed to risk of electrical shock. The noise level in the work environment is usually moderate.

Disclaimer:

The duties listed 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.

Are you able to perform these essential job functions with or without reasonable accommodation?

- Yes
- With Accommodations

Employee Signature: _____ Date: _____

Direct Supervisor: _____ Date: _____

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HR Representative: _____ Date: _____

Posting Specific Questions

Required fields are indicated with an asterisk (*).

1. How did you hear about this employment opportunity?
 - TSC Website
 - HigherEdJobs
 - Indeed
 - LinkedIn
 - Specialty Job Board
 - Facebook
 - Work-In-Texas/ Texas Workforce Commission
 - Job Fair
 - Personal Referral
2. *Do you have an Associate's degree or 60 college hours from an accredited college or university?
 - Yes
 - No
3. *Do you have two (2) years of experience in the human resources field (e.g. benefits and compensation, technical, employee relations, recruitment, etc.)?
 - Yes
 - No
4. *Do you have a bachelor's degree from an accredited college or university?
 - Yes
 - No
5. Do you have experience working with Colleague?
 - Yes
 - No
6. Do you have working knowledge of payroll processing and FMLA for Benefits and Compensation?
 - Yes
 - No
7. Do you have experience with worker's compensation and unemployment for Employee Relations?
 - Yes
 - No
8. Do you have experience working with Professional Development?
 - Yes
 - No
9. Do you have experience in applicant tracking, recruitment metrics, interview and selection, sourcing and job board management for recruitment?
 - Yes
 - No