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**JOB DESCRIPTION: COMPLIANCE TECHNICIAN**


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<b>DEPARTMENT:</b>	Talent Management - Human Resources	<b>REPORTS TO:</b>	Manager, Talent Management, Compliance Management
<b>JOB CLASS:</b>	Technician	<b>PAY GRADE:</b>	14
<b>EXEMPT STATUS:</b>	Non-Exempt	<b>DATE:</b>	12/1/2015

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***Our Mission is to deliver a high quality, technology-based education that provides the skills and knowledge students need for success.***

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**POSITION GENERAL SUMMARY:**

Under general supervision, the Compliance Technician performs a variety of complex technical, clerical, and administrative tasks to support all aspects of Human Resources. The Compliance Technician coordinates the administrative functions in HR, including data entry, new hire onboarding, and records management. The Compliance Technician serves as an informational resource in the Human Resources department to both internal and external customers.

**ESSENTIAL POSITION FUNCTIONS:**

- Perform complex technical, clerical and administrative duties in support of all HR Compliance functions
- Process all employee demographic change requests
- Update and maintain the Human Resources intranet pages
- Produce ad-hoc reports from ERP System on as needed basis to fulfill requests from various departments
- Take photos of new staff and create ID badges and load photos into ERP system; replace lost, broken or stolen badges as necessary
- Electronically file employee personnel records into the Electronic Records Management System database
- Create personnel files for all new hires and process all new hire onboarding paperwork to include employment contracts; reissue contracts as applicable for current employees
- Process and complete all new hire data entry required in applicable HRIS systems
- Ensure staff compliance by running audit reports and following up with Employees to ensure completion of assigned tasks within ERP system.
- Perform a variety of general office support duties, including composing, typing, and proofreading letters, emails and other documents; maintain electronic and manual files and records
- Maintain all HR Compliance forms; recommend revisions as necessary
- Assist in the development of standard operating procedures for the position
- Design and maintain various record keeping/metric systems and prepare reports; complete special projects and assignments within established deadlines
- Meet professional obligations through efficient work habits such as, meeting deadlines, honoring schedules, coordinating resources and meetings in an effective and timely manner, and demonstrate respect for others

- All work responsibilities are subject to having performance goals and/or targets established

*(These essential functions are not to be construed as a complete statement of all duties performed. Employees will be required to perform other job related duties as required.)*

**MINIMUM REQUIREMENTS:**

***Education:***

- Associate's Degree; or equivalent combination of education and relevant experience

***Experience:***

- Two years' Human Resource generalist experience

***Knowledge, abilities and skills:***

- Working knowledge of the principles and practices of human resources administration
- Ability to compile, review, categorize, prioritize, analyze and interpret data and/or information
- Knowledge of intermediate computer operations and MS office software
- Demonstrated ability to maintain a high level of confidentiality
- Effective verbal and written communication; possess strong interpersonal phone and email skills; provide a high level of customer service
- Ability to work independently, and as a team member
- Ability to provide guidance, assistance, and/or interpretation to others on how to apply policy, procedures, and general standards to specific situations
- Ability to coordinate multiple projects and meet required deadlines under pressure
- Must possess strong, documented attention to detail
- Ability to exercise sound judgment within established guidelines
- Working knowledge of Human Resource Information Systems

**CORE COMPETENCIES FOR SUCCESS:**

<p style="text-align: center;"><b>COMMUNICATION SKILLS</b></p> <p><i>Clearly and effectively conveys and/or presents information verbally; summarizes what was heard to mitigate miscommunication; Shares ideas and perspectives and encourages others to do the same; Informs others involved in a project of new developments; Disseminates information to other employees, as appropriate; Effectively uses multiple channels to communicate important messages; Keeps supervisor well informed about progress and/or problems in a timely manner; Writes in a clear, concise, organized and convincing way for a variety of target audiences; The written message is consistently error-free; The written message has the desired effect on the target audience</i></p>	<p style="text-align: center;"><b>CUSTOMER FOCUS</b></p> <p><i>Prioritizes customers (internal and external) and their needs as primary and is dedicated to meeting their expectations; Develops and maintains customer relationships; builds credibility and trust; Quickly and effectively solves customer problems; Provides prompt, attentive service in a cheerful manner; adapts to changing information, conditions or challenges with a positive attitude; Incorporates customer feedback into delivery of service to provide the best experience possible for the customer; Actively promotes FLVS in community by serving as a FLVS ambassador or volunteer</i></p>
<p style="text-align: center;"><b>INTERPERSONAL SKILLS</b></p> <p><i>Relates well with others; Treats others with respect; Shares views in a tactful way; Demonstrates diplomacy by approaching others about sensitive issues in non-threatening ways; Considers and responds appropriately to the needs, feelings and capabilities of others; Fosters an environment</i></p>	<p style="text-align: center;"><b>FUNCTIONAL /TECHNICAL EXPERTISE</b></p> <p><i>Has the skills, abilities, knowledge and experience to be successful in functional area of expertise; Dedicates time and energy to keeping abreast of the latest information related to area of expertise and technology; Picks up on technology</i></p>

<i>conducive to open, transparent communication among all levels and positions; Takes the initiative to get to know internal and external customers</i>	<i>quickly; Does well in technical courses and seminars; Produces high quality work in organized and timely fashion</i>
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### **INDIVIDUAL CONTRIBUTOR COMPETENCIES FOR SUCCESS:**

<p><b>PEER RELATIONSHIPS</b></p> <p><i>Finds common ground and solves problems for the good of all; Can represent his/her own interests and yet be fair to other groups; Solves problems with peers with minimal “noise”; Is seen as a team player and is cooperative; Easily gains trust and support peers; Encourages collaboration; Is candid with peers</i></p>	<p><b>CREATIVITY</b></p> <p><i>Comes up with a lot of new and unique ideas; Easily makes connections among previously unrelated notions; Tends to be seen as original and value-added in brainstorming sessions; Takes calculated risks; Is not afraid to try new things and potentially “fail fast”</i></p>
<p><b>SELF KNOWLEDGE</b></p> <p><i>Seeks feedback; Gains insight from mistakes; Is open to constructive criticism; isn’t defensive; Proactively seeks to understand his/her strengths and areas for growth; applies information to best serve organization; Recognizes how his/her behavior impacts others and incorporates insight into future interactions</i></p>	<p><b>PLANNING</b></p> <p><i>Accurately scopes out length and difficulty of tasks and projects; Sets objectives and goals; Breaks down work into the process steps; Develops schedules and task/people assignments; Anticipates and adjusts for problems and roadblocks; Measures performance against goals; Evaluates results</i></p>
<p><b>ORGANIZING</b></p> <p><i>Uses his/her time effectively and efficiently; Concentrates his/her efforts on the more important priorities; Can attend to a broader range of activities as a result of organizing time efficiently; Can marshal resources (people, funding, material, support) to get things done; Can orchestrate multiple activities at once to accomplish a goal; Arranges information and files in a useful manner</i></p>	<p><b>PROBLEM SOLVING</b></p> <p><i>Uses rigorous logic and methods to solve difficult problems with effective solutions; Probes all fruitful sources for answers; Can see hidden problems; Is excellent at honest analysis; Looks beyond the obvious and doesn’t stop at the first answers</i></p>
<p><b>DRIVE FOR RESULTS</b></p> <p><i>Can be counted on to exceed goals successfully; Very bottom-line oriented; Steadfastly pushes self and others for results; Is full of energy for the things he/she sees as challenging; Not fearful of acting with a minimum of planning; Consistently seizes opportunities; Consistently exceeds goals</i></p>	

### **PHYSICAL REQUIREMENTS AND ENVIRONMENTAL CONDITIONS:**

- Location: Orlando VLC
- Frequency of travel: Occasional travel is required for meetings, trainings and conferences; location may vary and may require overnight stays
- Light physical activities and efforts required working in an office environment

*(Reasonable accommodations will be made in accordance with existing ADA requirements for otherwise qualified individuals with a disability.)*

*FLVS does not discriminate in admission or access to, or treatment or employment in its programs and activities on the basis of race, color, religion, age, sex, national origin, marital status, disability, genetic information or any other reason prohibited by law.*