
JOB DESCRIPTION: HR SHARED SERVICES STAFFING COORDINATOR

DEPARTMENT:	Talent Management-Human Resources	REPORTS TO:	Manager, HR Shared Services
JOB CLASS:	Coordinator	PAY GRADE:	18
EXEMPT STATUS:	Exempt	DATE:	4/23/2012

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

POSITION GENERAL SUMMARY:

The HR Shared Services Staffing Coordinator serves as the point person for the instructional recruiting processes and liaises with HR Generalist and instructional management to identify recruiting needs and the recruiting staff to provide guidance and direction on areas in which to focus. The Coordinator also collaborates with the Manager to develop workflows and activities, allowing for maximum productivity and efficiency to support the instructional recruiting needs.

ESSENTIAL POSITION FUNCTIONS:

- Partner with the HR Generalist and the instructional management to address instructional hiring needs, both immediate fill requests and candidate pool needs
- Allocate resources to ensure candidate flow at initial review stage meets instructional staffing needs
- Make offers to Instructor candidates
- Develop, maintain, and update standard operating procedures for the recruiting and staffing functions
- Ensure documentation of candidate interviews and status meets compliance standards
- Lead the instructional position posting process, ensuring it is proactive and accurate to obtain the talent needed
- Coordinate the instructional information session process, using resources to properly schedule, monitor, and report outcomes for each event
- Oversee and maintain the instructional candidate pipeline for accuracy of candidate information. Ensure back-end operations that support recruiting and staffing functions are efficient, effective, and provide a proper customer service experience
- Serve as support in staffing and recruiting activities during high peak times
- Work proactively to address internal/external customer needs and escalates staffing issues/concerns as needed
- Track, measure and achieve defined department metrics specific to recruiting and department
- Support department manager in additional activities specific to HR Shared Services
- 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
- Create and modify Instructional interview questions aligned with position requirements and preferences, following compliance guidelines
- Utilize best practices to review, interview and select candidates to fill open positions as needed
- Schedule and conduct phone and in-person panel interviews as needed

- Provide HR representation in Panel Interviews; guides interview panel process and maintains best practices and compliance throughout process as needed
- 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/Licensure/Certification:

- Bachelor's Degree in Human Resources, Business, or a related field; or equivalent combination of education and relevant experience

Experience:

- Three years' progressively responsible experience in recruiting, preferably corporate recruiting
- Public sector Human Resources, preferred

Knowledge, abilities and skills:

- Principles, methods, and techniques of human resource administration related to the area of recruitment
- Knowledge of current applicable federal, state, school district laws, codes and regulations related to the area of recruitment
- Skilled in preparation of clear, concise and complete analysis, proposals, reports and other written materials
- Ability to analyze complex administrative and technical issues and make appropriate recommendations for action
- Ability to efficiently coordinate multiple projects under the pressure of deadlines
- Effective verbal and written communication

CORE COMPETENCIES FOR SUCCESS:

<p>COMMUNICATION SKILLS</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>CUSTOMER FOCUS</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>INTERPERSONAL SKILLS</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 conducive to open, transparent communication among all</i></p>	<p>FUNCTIONAL /TECHNICAL EXPERTISE</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 quickly; Does well in technical courses and seminars; Produces high quality work in organized and timely fashion</i></p>

<i>levels and positions; Takes the initiative to get to know internal and external customers</i>	
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INDIVIDUAL CONTRIBUTOR COMPETENCIES FOR SUCCESS:

<p>PEER RELATIONSHIPS</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>CREATIVITY</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>SELF KNOWLEDGE</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>PLANNING</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>ORGANIZING</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>PROBLEM SOLVING</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>DRIVE FOR RESULTS</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.)

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