
JOB DESCRIPTION: SENIOR PAYROLL SPECIALIST

DEPARTMENT:	Financial Services	REPORTS TO:	Senior Manager, Payroll
JOB CLASS:	Senior Specialist	PAY GRADE:	19
EXEMPT STATUS:	Exempt	DATE:	11/18/2016

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 Senior Payroll Specialist manages all aspects of the time and time off modules, coordinates the biweekly payroll cycle close, coordinates semi-annual testing of Workday upgrades, and acts as liaison for business process workflows that impact payroll. The Senior Payroll Specialist performs payroll duties such as accounting, accrual tracking, check distribution, spreadsheet creation and maintenance, account reconciliation, and other forms of financial management. The Senior Payroll Specialist performs a variety of duties including email communication to staff, entry and maintenance of tax, direct deposit, deduction and pay data validation in Workday, maintenance of employee accrual balances Time Off module as well as application of leave accrual policies. The Senior Payroll Specialist supports the Senior Manager, Payroll with his/her daily duties including, but not limited to, employee relations, customer relations, analyses, tax preparation, ad-hoc reporting, customer service, and corporate communications. The Senior Payroll Specialist serves as the primary contact for the staff regarding all payroll related activities and facilitates internal and external payroll, time and time off training guides working with Professional Learning.

ESSENTIAL POSITION FUNCTIONS:

- Coordinate biweekly payroll cycle operational activities
- Manage time and time off processes to completion
- Coordinate semi-annual testing of Workday payroll, time and time off module upgrades
- Coordinate cross functional testing of Workday upgrades with HCM and Compensation
- Manage baseline time and time off configuration changes as needed, elevate ticket submittal of Workday time and time off defects or advanced configuration
- Coordinate, test and review business process (bp) updates that impact payroll with HCM and other teams as needed
- Coordinate approved out of state employee transfers, ensure appropriate state and local tax forms, set up local tax ID's as needed
- Coordinate leave of absence and FMLA leaves with benefits department and employee
- Manage Time & Time off module and all accrual related activities
- Prepare monthly board reporting, payroll labor statistic, deduction and other ad-hoc reports
- Provide a high level of customer service-assisting staff and any other internal/external customers
- Comply with all county, state, and federal accounting standards
- Serve as primary back-up for Senior Manager, Payroll, with ability to execute payroll in Manager's absence
- Prepare financial and technical reports
- Manage historical and electronic filing system for audit records

- Enter, review and/or modify financial data using various software programs with accuracy
- Meet professional obligations through efficient work habits such as, meeting deadlines, honoring schedules, coordinating resources and meetings in an effective and timely manner, and demonstrates 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/Licensure/Certification:

- Associate's degree; or equivalent combination of education and relevant experience
- CFP, preferred

Experience:

- Five years' payroll field experience

Knowledge, abilities and skills:

- Demonstrable payroll and financial skills
- Knowledge of multi-state payroll requirements
- Knowledge of accounting and financial processes and procedures
- Knowledge of spreadsheet creation and maintenance
- Knowledge of office and accounting software, preferred
- Knowledge of Workday, preferred
- Knowledge of payroll processes and procedures
- Ability to compile, review, categorize, prioritize, analyze and interpret data and/or information
- Ability to exercise independent judgment to adopt or modify methods and standards to meet assigned duties/objectives
- Ability to provide guidance, assistance, and/or interpretation to others on how to apply procedures and standards to specific situations
- Strong interpersonal and organizational skills
- Strong written and verbal communication skills

CORE COMPETENCIES FOR SUCCESS:

<p style="text-align: center;">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 style="text-align: center;">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 style="text-align: center;">INTERPERSONAL SKILLS</p>	<p style="text-align: center;">FUNCTIONAL /TECHNICAL EXPERTISE</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 levels and positions; Takes the initiative to get to know internal and external customers</i>	<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>
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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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