



ES-PROGRAM SPECIALIST

CHARACTERISTICS OF WORK:

This is specialized program development work in which the incumbent provides a variety of technical activities in the administration of statewide Employment Security programs. The work may involve assisting in the development and recommendation of programs and in supervision of the various programs. The incumbent may assist in the installation of such programs and in the training of personnel for technical Employment Security activities. Incumbent may also participate in the evaluation of field office operations. Supervision is received from an administrative superior and exercised over subordinate employees engaged in similar program activities.

MINIMUM QUALIFICATIONS:

These minimum qualifications have been agreed upon by Subject Matter Experts (SMEs) in this job class and are based upon a job analysis and the essential functions. However, if a candidate believes he/she is qualified for the job although he/she does not have the minimum qualifications set forth below, he/she may request special consideration through substitution of related education and experience, demonstrating the ability to perform the essential functions of the position. Any request to substitute related education or experience for minimum qualifications must be addressed to the State Personnel Board in writing, identifying the related education and experience which demonstrates the candidate's ability to perform all essential functions of the position.

EXPERIENCE/EDUCATIONAL REQUIREMENTS:

Education:

A Bachelor's Degree from an accredited four-year college or university;

AND

Experience:

Two (2) years of professional/administrative experience in work related to the described duties.

OR

Education:

Graduation from a standard four-year high school or equivalent (GED);

AND

Experience:

Six (6) years of related experience, of which two (2) years must have been in a professional/administrative experience in work related to the described duties.

Substitution Statement:

Graduation from a standard four-year high school or equivalent (GED), related education, and related experience may be substituted on an equal basis, except there shall be no substitution for two (2) years of professional/administrative experience in work related to the described duties.

Note:

May require specialized training and/or experience depending upon the specific job duties of the Division.

PHYSICAL REQUIREMENTS:

These physical requirements are not exhaustive, and additional job related physical requirements may be added to these by individual agencies on an as needed basis. Corrective devices may be used to meet physical requirements. These are typical requirements; however, reasonable accommodations may be possible.

Light work: May frequently walk or stand and/or frequently exert force equivalent to lifting up to approximately 10 pounds and/or occasionally exert force equivalent to lifting approximately 20 pounds.

Vision: Requires the ability to perceive the nature of objects by the eye.

Near Acuity: Clarity of vision at 20 inches or less.

Speaking/Hearing: Possesses the ability to give and receive information through speaking and listening skills.

Motor Coordination: While performing the duties of this job, the incumbent is regularly required to walk; sit; and use hands to finger, handle, or feel objects, tools, or controls. The incumbent is occasionally required to stand; reach with hands and arms; climb or balance; and stoop, kneel, crouch, or bend.

COMPETENCIES:

The following competencies describe the knowledge, skills, abilities, and attributes that lead to a successful employee in this position. An applicant will be expected to exhibit these competencies or the ability to reach competency achievement within a specified time. These competencies are linked to the essential functions of the job. Employees in this position may be evaluated on these competencies as part of the performance appraisal system. Example behaviors are listed below each competency and are used for illustrative purposes only. Specific behaviors may be identified and included later by the hiring agency. It is understood that some of these behaviors might not be acquired until a reasonable time after hire. Failure of an employee to successfully demonstrate some or all of these competencies, as deemed important by his or her reporting official, may result in the employee being placed on a performance improvement plan. If after a reasonable period of time, usually three (3) months, the employee fails to demonstrate successful performance, the employee may be terminated. These competencies include, but are not limited to, the following:

PUBLIC SECTOR COMPETENCIES:

Integrity and Honesty: Demonstrates a sense of responsibility and commitment to the public trust through statements and actions.

Models and demonstrates high standards of integrity, trust, openness, and respect for others. Demonstrates integrity by honoring commitments and promises. Demonstrates integrity by maintaining necessary confidentiality.

Work Ethic: Is productive, diligent, conscientious, timely, and loyal. Conscientiously abides by the rules, regulations, and procedures governing work.

Service Orientation: Demonstrates a commitment to quality public service through statements and actions.

Seeks to understand and meets and/or exceeds the needs and expectations of customers. Treats customers with respect, responding to requests in a professional manner, even in difficult circumstances. Provides accurate and timely service. Develops positive relationships with customers.

Accountability: Accepts responsibility for actions and results.

Is productive and carries fair share of the workload. Focuses on quality and expends the necessary time and effort to achieve goals. Demonstrates loyalty to the job and the agency and is a good steward of state assets. Steadfastly persists in overcoming obstacles and pushes self for results. Maintains necessary attention to detail to achieve high level performance. Deals effectively with pressure and recovers quickly from setbacks. Takes ownership of tasks, performance standards, and mistakes. Has knowledge of how to perform one's job. Knows the organization's mission and functions and how it fits into state government.

Self Management Skills: Effectively manages emotions and impulses and maintains a positive attitude.

Encourages and facilitates cooperation, pride, trust, and group identity; fosters commitment and team spirit; works effectively and cooperatively with others to achieve goals. Treats all people with respect, courtesy, and consideration. Communicates effectively. Remains open to new ideas and approaches. Avoids conflicts of interest. Promotes cooperation and teamwork.

Interpersonal Skills: Shows understanding, courtesy, tact, empathy, and concern to develop and maintain relationships.

Demonstrates cross cultural sensitivity and understanding. Identifies and seeks to solve problems and prevent or resolve conflict situations. Encourages others through positive reinforcement.

Communication Skills: Receives, attends to, interprets, and responds to verbal messages and expresses information to individuals or groups effectively.

Receives other cues such as body language in ways that are appropriate to listeners and situations. Takes into account the audience and nature of the information; listens to others, attends to nonverbal cues, and responds appropriately. May make oral presentations. Communicates ideas, suggestions, and concerns, as well as outcomes and progress throughout the process of an activity. Provides thorough and accurate information.

Self-Development: Adapts behavior or work methods in response to new information, changing conditions, or unexpected obstacles.

Seeks efficient learning techniques to acquire and apply new knowledge and skills; uses training, feedback, or other opportunities for self-learning and development. Develops and enhances skills to adapt to changing organizational needs. Remains open to change and new information and ideas.

TECHNICAL COMPETENCIES:

Communication: Shares information in writing or verbally.

Concisely and correctly answers questions and/or explains or conveys information to the public, agency, co-workers, management, and other entities. Asks appropriate questions to gain information needed to assist the public or provide information to the public, agency personnel (e.g., personnel inside agency, outside agency, and other state's agency personnel), or other entities. Participates effectively in meetings, seminars, and training sessions. Presents oral and written information internally or externally using proper grammar, punctuation, and content. Appropriately documents information using tools such as: letters, e-mails, reports, memoranda, etc. Communicates information in a courteous manner without invoking anger. Knowledgeably refers issues to appropriate agency or other personnel.

Workflow Management: The ability and willingness to perform work within defined specifications and timelines and to manage conflicting priorities.

Schedules and manages workload to achieve goals. Works independently resolving all tasks timely. Researches and finds solutions using all available informational resources. Effectively utilizes resources such as time, computer equipment, supplies, travel, etc. Makes appropriate choices or exercises sound judgment for a variety of circumstances. Exercises appropriate level of professional curiosity based on information obtained. Adapts appropriately to a variety of situations and surroundings. Directs and supervises activities involved in developing, planning, directing, and evaluating a wide variety of projects. Monitors special projects and project proposals and assures that findings are applied, implemented, and documented.

Functional Capability: Possesses or is capable of developing the specific knowledges and technical abilities to succeed in the specified position.

Possesses knowledge of relevant laws, regulations, programs and agency policies. Possesses knowledge of plans and programs that are administered by the agency. Has ability to think analytically and exercise an analytical thinking process. Has the ability to conduct, analyze, and understand research. Maintains regular contact with persons in other departments, entities, or other agencies to coordinate activities, to resolve problems, to furnish or obtain information and to explain policies, procedures, programs, rules, and regulations. Analyzes problems and reports relative to the various programs and functions. Recommends new or revised program methods and techniques as needed. Studies state and field office plans and operating reports, analyzes data appearing in them, and recommends appropriate steps to improve operations.

Professional Maturity: Possesses the capacities and aptitudes acquired by means of personal or professional experience, which enable functions to be fulfilled, and enables the incumbent to deal with situations in the workplace in a professional manner.

Is able to assess the situation and appropriately respond. Exhibits the attributes of confidence, assertion, tolerance, patience, and empathy at the appropriate time in stressful or high-pressure situations. Manages conflicts and defuses situations. Knows when to refer an issue to the appropriate level. Aligns personal behavior with agency standards. Continuously assesses work unit for areas of improvements and suggest changes for continuous improvement. Responds appropriately to supervision and administrative decisions. Is able to work under and with authority and accepts decisions. Takes initiative to accomplish stated and unstated goals. Maintains appropriate standards of professionalism and only provides information within authority to provide in area of expertise.

Mentoring or Training: Watches over, assists with work of, and determines the training needs of co-workers. Utilizes appropriate methods for training.

Mentors or otherwise assist co-workers as assigned helping them to improve their knowledge, skills, and abilities. Develops co-workers' skills and encourages growth. Facilitates co-worker learning. Fosters a positive attitude. Participates in job training programs (On the Job Training). Shares knowledge and wisdom with less experienced employees. Assists in the development of training materials. Assists in conducting training sessions for personnel assigned to one or more phases of field operations.

Technical: Is proficient with computers and in operating equipment applicable to position.

Is proficient in using computer hardware and software to complete assign tasks, meet agency goals, and produce required products. Possesses knowledge of software products that could include but is not limited to the following: Windows, WordPerfect, Word, Quattro, Powerpoint, or equivalent.

Project Planning: Devises and maintains a workable scheme to accomplish the need that the project was undertaken to address.

Plans, develops, implements, or ensures compliance with program instructions and operating procedures for field and state office personnel engaged in Employment Security functions. Coordinates program development and activities within state and field office operations. Arranges special events and meetings related to agency programs/projects. Prepares, processes, and maintains departmental paperwork, reports, and correspondence.

ESSENTIAL FUNCTIONS:

Additional essential functions may be identified and included by the hiring agency. The essential functions include, but are not limited to, the following:

1. Develops, coordinates, evaluates, or ensures compliance with program instructions and operating procedures for assigned Employment Security programs, adhering to state/federal laws as related to Employment Security activities.
2. Provides technical assistance and supervision to program personnel located in the state and/or local offices.

EXAMPLES OF WORK:

Examples of work performed in this classification include, but are not limited to, the following:

Plans, develops, implements, or ensures compliance with program instructions and operating procedures for field and state office personnel engaged in Employment Security functions.

Analyzes problems and reports relative to the various programs and functions.

Recommends new or revised program methods and techniques as needed.

Participates in state or field office evaluations to determine the effectiveness of one or more phases of operations.

Develops operational materials relative to the programs for which assigned.

Assists in the development of training materials and in conducting training sessions for personnel assigned to one or more phases of field operations.

Recommends organizational arrangements, performance criteria, and administrative policies.
Assists in preparing information for agencies, employers, and others who have needs related to Employment Security.

Studies state and field office plans and operating reports, analyzes data appearing in them, and recommends appropriate steps to improve operations.

Reviews and makes determinations and recommendations on a variety of agency and public reports and applications relative to the Mississippi Employment Security Law or state and federal regulations.

Assists supervisory staff in dissemination of program information procedures and policies to agency personnel or others as appropriate.

Performs related or similar duties as required or assigned.

INTERVIEW REQUIREMENTS:

Any candidate who is called to an agency for an interview must notify the interviewing agency in writing of any reasonable accommodation needed prior to the date of the interview.