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## Auburn University Job Description

Job Title:	<b>Spec, Employee Relations</b>	Level I	Grade HR07 \$40,000 - \$64,000
Job Code:	<b>EB03</b>	Level II	Grade HR09 \$48,700 - \$82,800
FLSA status:	Exempt	Level III	Grade HR10 \$54,800 - \$93,200

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### Job Summary

Administers employee relations programs/projects and resolves related issues.

### Essential Functions

1. Processes non-faculty unemployment claims by ensuring forms are completed and submitted to the Alabama Department of Industrial Relations and represents the university at appeal hearings when necessary.
2. Assists in coordinating employee recognition programs including organizing logistics and developing agendas.
3. Supports the development and implementation of employee relations projects, policies, and programs and assists with the employee grievance procedure process.
4. Trains, advises, and informs AU employees on employee relation issues.
5. Advises management on personnel and employee relation issues.
6. Works independently and utilizes resources to problem solve a variety of complex, highly sensitive people issues.
7. Responsible for reviewing complaints, as well as planning, conducting, and communicating results of investigations into alleged misconduct.
8. Makes recommendations about corrective action and/or termination when warranted.
9. Analyzes allegations of the complaints and researches applicable regulations and policies associated with those complaints to identify the appropriate violations to investigate.
10. Develops an investigation plan and researches background information related to the complainant, respondent, witnesses, and other related parties. Provides notifications of the investigations to appropriate parties, including respondent, college and department administrators.

### Supervisory Responsibility

May be responsible for training, assisting or assigning tasks to others. May provide input to performance reviews of other employees.

*The above essential functions are representative of major duties of positions in this job classification. Specific duties and responsibilities may vary based upon departmental needs. Other duties may be assigned similar to the above consistent with the knowledge, skills and abilities required for the job. Not all of the duties may be assigned to a position.*

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## Auburn University Job Description

### Job Family Levels

Level	Responsibility	Knowledge	Education and Experience*
I	Under immediate supervision, performs standard tasks using established methods, principles, concepts and procedures related to a specialized field. Judgments are made on routine matters of relatively small impact.	Knows fundamental concepts, practices and procedures of particular field of specialization.	Bachelor's degree in discipline appropriate to position with no experience.
II	Under close supervision, performs varied duties and assignments involving some judgment. Resolves routine questions or problems, referring only complex issues to higher level. Some evaluation, originality and ingenuity required.	Knows and applies fundamental concepts, practices, and procedures of particular field of specialization, with awareness of related fields.	Bachelor's degree in discipline appropriate to position plus 2 years experience. Experience must include at least 2 years at the preceding level or equivalent.
III	Under minimal supervision, performs complex assignments and fulfills broad responsibilities where required outcomes are defined, but methods and procedures may vary based on professional judgment or precedent. Considerable latitude for unreviewed action. Confers with supervisor on unusual matters. Coordinates the work of others on projects and may assign work to and assist less experienced professionals or support staff. May act in an advisory capacity to managers or faculty.	Possesses and applies a broad knowledge of principles, practices and procedures of a particular field of specialization to the completion of difficult assignments. Also possesses knowledge of related fields and areas of operation which affect, or are affected by, own area.	Bachelor's degree in discipline appropriate to position plus 4 years experience. Experience must include at least 2 years at the preceding level or equivalent.

\* See the "Minimum Required Education and Experience" section of the job description for any substitutions that may be allowed for education and experience.

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### Minimum Required Education and Experience

- Level I** Bachelor's degree in discipline appropriate to position with no experience.
- Level II** Bachelor's degree in discipline appropriate to position plus 2 years experience. Experience must include at least 2 years at the preceding level or equivalent.
- Level III** Bachelor's degree in discipline appropriate to position plus 4 years experience. Experience must include at least 2 years at the preceding level or equivalent.

#### **Focus of Education**

Degree in Human Resources, Management, Business Administration, Industrial/Organizational Psychology or related field

#### **Focus of Experience**

Experience in human resources with an emphasis in employee relations services

#### **Substitutions allowed for Education:**

Indicated education is required; no substitutions allowed.

#### **Substitutions allowed for Experience:**

Indicated experience is required; no substitutions allowed.

#### **Minimum Required Knowledge**

See Job Family Levels

#### **Certification or Licensure Requirements:**

None Required.

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### Physical Requirements/ADA

No unusual physical requirements. Requires no heavy lifting, and nearly all work is performed in a comfortable indoor facility.

Externally imposed deadlines; set and revised beyond one's control; interruptions influence priorities; difficult to anticipate nature or volume of work with certainty beyond a few days; meeting of deadlines and coordination of unrelated activities are key to position; may involve conflict-resolution or similar interactions involving emotional issues or stress on a regular basis.

Job frequently requires sitting, talking, hearing, .

Job occasionally requires standing, walking, reaching, .

Vision requirements: Ability to see information in print and/or electronically.

Date: 2/24/2023

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