

## **ASSISTANT DIRECTOR, PROFESSIONAL & ORGANIZATIONAL DEVELOPMENT**

### **DEFINITION**

Under general direction, plans, organizes, manages, and assists with the oversight of functions and activities; assists in managing the professional development function for the College; develops and delivers training and workshops; assists in planning, organizing, and directing activities of specially funded projects; assists in managing various employee recognition and employee engagement programs for the College. Supports the academic mission and goals of the College through providing well qualified and engaged faculty, staff, and administrators.

### **SUPERVISION RECEIVED AND EXERCISED**

Receives administrative direction from the assigned managerial personnel. Exercises general direction and supervision over technical and administrative support staff.

### **CLASS CHARACTERISTICS**

This is an Assistant Director classification that manages all activities of the Professional & Organizational Development department. This class performs diverse, specialized, and complex work involving significant accountability and decision-making responsibility. Assists in planning, development, and administration of departmental policies, procedures, and services. Successful performance of the work requires an extensive professional background, as well as, skill in coordinating departmental work with that of other departments. This class is distinguished from the Director, Professional & Organizational Development in that the latter has overall responsibility for all functions of the Professional & Organizational Development unit and for developing, implementing, and interpreting institutional policy.

### **EXAMPLES OF ESSENTIAL FUNCTIONS (Illustrative Only)**

1. Plans, manages, and assists with the oversight of all Professional & Organizational Development programs, services, specially funded projects, and activities.
2. Assists with the development and administration of the department's annual budgets and related funds; assists with the forecast of additional funds needed for staffing, equipment, materials, and supplies; assists with the monitoring and approval of budget expenditures ensuring the appropriate use of funds; assists with the implementation of adjustments as necessary.
3. Assists with the selection, training, motivation, and direction of assigned personnel; evaluates and reviews work for acceptability and conformance with department standards, including program and project priorities and performance evaluations; works with employees on performance issues; implements discipline procedures; responds to staff questions and concerns.

4. Manages the services and activities of the Professional & Organizational Development department, including operations, providing support services, developing course offerings, budgeting, and facilities management.
5. In conjunction with the Director, Professional & Organizational Development, develops, implements, and improves course offerings; provides information and access to campus community.
6. Coordinates professional development and related communications and information between College personnel, administrators, students, departments, vendors, and others; calendars and maintains event timelines and priorities; ensures event activities comply with established standards, requirements, laws, codes, regulations, policies and procedures; ensures proper and timely resolution of issues and conflicts.
7. Confers with College departments in the planning and implementation of efficient and effective professional development services designed to meet community expectations and needs.
8. Facilitates the development, implementation, monitoring, and compliance of specially funded projects.
9. Assists with facilitation of development and implementation of effective evaluation and assessment processes to evaluate progress on department and specially funded project goals and objectives.
10. Participates in the preparation and maintenance of a variety of narrative and statistical reports, records, and files related to applicable College, state, and federal requirements of specially funded projects, as well as professional development, projects, programs, personnel, financial activities, and assigned duties; maintains and directs the maintenance of working and official departmental files; ensures reports are submitted to appropriate parties according to established timelines.
11. Prepares, reviews, and presents staff reports, various management and information updates, and reports on special projects.
12. Establishes, implements, and fosters an environment of belonging as it relates to diversity, equity, inclusion, social justice, anti-racism, and accessibility (DEISAA).
13. Oversees, leads, and provides high-level customer service when interacting with the public, vendors, students, and College staff, including individuals from minoritized groups.
14. Utilizes critical thinking, decision-making, and problem-solving skills with tact, confidence, and diplomacy.
15. Implements, enforces, supports, and abides by federal, state, and local policies and Board Policies and Administrative Procedures.
16. Participates in and supports employee participation on committees, task forces, and special assignments, including, but not limited to, Screening and Selection Committees, mandated trainings, and DEISAA related trainings as required.
17. Prepares and delivers DEISAA-minded presentations related to assigned areas as required.
18. Performs other related duties as assigned.

## **QUALIFICATIONS**

### **Knowledge of:**

1. Principles and practices of supporting a DEISAA academic and work environment.
2. Administrative principles and practices, including goal setting, program development, implementation, evaluation, and project management.
3. Methods and techniques for the development of presentations, business correspondence, and information distribution; research and reporting methods, techniques, and procedures.
4. Basic principles and practices of public agency budget development and administration and sound financial management policies and procedures.
5. Principles and practices of employee supervision, including work planning, assignment, review, evaluation, and the training of staff in work procedures.
6. Applicable federal, state, and local laws, regulatory codes, ordinances, and procedures relevant to assigned area of responsibility.
7. Organization and management practices as applied to the development, analysis, and evaluation of programs and operational needs of the assigned functions.
8. Information technology for developing, promoting, and delivering professional development opportunities.
9. Budget development, administrative principles and practices, and organizational and management practices as applied to the analysis and evaluation of projects, programs, policies, procedures, and operational needs.
10. Research-based principles, practices, theories, and methods of planning, organizing, and directing College professional development, operations, and activities.
11. General practices, procedures, and techniques involved in customer relations, marketing functions.
12. Principles and procedures of record-keeping and writing comprehensive narrative and statistical reports, including commitment to use of performance indicators for measurement of project success and impact of work on the College.
13. Modern office practices, methods, and computer equipment and applications related to the work.
14. Techniques for effectively representing the College in contacts with governmental agencies, community groups, and various business, professional, educational, regulatory, and legislative organizations.

### **Skills & Abilities to:**

1. Implement, advocate for, and communicate the College's vision and commitment to creating a DEISAA academic and work environment.
2. Oversee and address gaps in DEISAA in the recruitment and retention of faculty and staff.
3. Critical thinking and decision-making through observing, analyzing, inferring, communicating, and problem-solving in challenging situations with tact, confidence, and diplomacy.
4. Evaluate and develop improvements in operations, procedures, policies, or methods.

5. Plan, organize, assign, review, and evaluate the work of staff; train staff in work procedures.
6. Prepare clear and concise reports, correspondence, policies, procedures, and other written materials.
7. Remain thoroughly informed regarding applicable College, state, federal laws, and policies related to department programs and services.
8. Effectively represent the department and the College in meetings with governmental agencies, community groups, and various businesses, professional, and regulatory organizations, and in meetings with individuals.
9. Organize and prioritize a variety of projects and multiple tasks in an effective and timely manner; organize own work, set priorities, and meet critical time deadlines.
10. Establish, maintain, and foster positive and effective working relationships with those contacted in the course of work.
11. Provide administrative and professional leadership and direction for the department; understand scope of authority in making independent decisions; review situations accurately and determine appropriate course of action using judgment according to established policies and procedures.
12. Conduct complex research projects, evaluate alternatives, make sound recommendations, and prepare effective technical staff reports.
13. Utilize information technology for developing, promoting, and delivering professional development opportunities.
14. Partner with the College community in order to become aware of existing professional development and employee activities, and to develop and deliver new offerings in support of College values and goal.
15. Use English effectively to communicate in person, over the telephone, and in writing.
16. Responds to difficult and sensitive public inquiries and complaints, and assists with resolutions and alternative recommendations.
17. Learns and applies emerging technologies, as necessary, to perform duties in an efficient, organized, and timely manner.

### **Education and Experience:**

1. Equivalent to graduation from a regionally accredited four-year college or university with major coursework in professional development, organizational development, educational leadership, human resources, personnel management, public administration, organizational management, or a related field; and
2. Three (3) full time equivalent years of increasingly responsible administrative and project management experience that involved providing training to employees directly and/or through electronic media.

### **Desirable Qualifications:**

1. Proven track record of implementing or overseeing programs or policies relating to diversity, equity, inclusion, anti-racism, and accessibility, preferably in institutions serving minoritized populations such as Hispanic Serving Institutions (HSI) and Asian American and Native American Pacific Islander-Serving Institutions (AANAPISI); OR

2. Proven track record of participating in programs relating to diversity, equity, inclusion, anti-racism, and accessibility, preferably in institutions serving minoritized populations such as Hispanic Serving Institution (HSI) and Asian American and Native American Pacific Islander-Serving Institutions (AANAPISI).

### **Licenses and Certifications:**

Possession of, or ability to obtain, a valid California Driver's License by time of appointment.

### **PHYSICAL DEMANDS**

Must possess mobility to work in a standard office setting and use standard office equipment, including a computer; to operate a motor vehicle and to visit various College and meeting sites; vision to read printed materials and a computer screen; and hearing and speech to communicate in person, before groups, and over the telephone. This is primarily a sedentary office classification although standing and walking between work areas may be required. Finger dexterity is needed to access, enter, and retrieve data using a computer keyboard or calculator and to operate standard office equipment. Positions in this classification occasionally bend, stoop, kneel, reach, push, and pull drawers open and closed to retrieve and file information. Incumbents must possess the ability to lift, carry, push, and pull materials and objects up to 20 pounds.

### **ENVIRONMENTAL ELEMENTS**

Incumbents work in an office environment with moderate noise levels, controlled temperature conditions, and no direct exposure to hazardous physical substances. Incumbents may interact with staff and/or public and private representatives in interpreting and enforcing departmental policies and procedures.

Amended: 1/2020; 8/2023