

HR Generalist

The Comptroller of the Treasury is currently hiring for a Full-Time, Executive Service HR Generalist, which starts at \$3,568 per month. This position is with the Office of Management Services (OMS) and is responsible for a variety of human resources work of considerable difficulty. This position also performs other related duties and projects as assigned. This position also performs other related duties as assigned.

MINIMUM QUALIFICATIONS:

To perform this job successfully, an individual must be able to perform each essential duty satisfactorily. The requirements listed below are representative of the competency, knowledge, skill, and/or ability required with or without reasonable accommodation.

Education and Experience

Graduation from an accredited college or university with a bachelor's degree and two years of relevant experience. Other combinations of education and experience, if evaluated as equivalent, may qualify an applicant for consideration.

MAJOR RESPONSIBILITIES:

Employee Life Cycle Operations

- Coordinate all pre-employment, orientation and onboarding processes and activities.
- Provide customer service on benefits and insurance enrollments and changes. May travel to promote employee knowledge on insurance and benefits options.
- Conduct all payroll procedures.
- Assist in coordinating FMLA and other types of leave situations.
- Assist in serving as the office's workers' compensation coordinator.
- Provide retirement planning and processing services.
- May assist in administering and overseeing the Time & Labor processes for the Comptroller's office.
- Perform service calculations and corrections.
- Key active employee transactions into Edison, the state's ERP/HRIS.
- May process employee separations and transition files to appropriate record locations.
- May maintain active employee personnel files, collect annual conflict of interest disclosures or produce monthly salary roster for leadership.
- Serve as a back-up to other HR processes as assigned.

Research, Analysis and Reporting

- Assist as assigned in various in depth research needs.
- Assist in analysis and development of job descriptions.
- Assist in HR data analysis as assigned.
- Continually assess and communicate risk. Take action as assigned to document, control and mitigate identified risks.
- Use a variety of reporting methods to ensure compliance with relevant laws, rules, regulations, standards, best practices and policy.

Quality

- Conduct appropriate quality assurance processes to ensure accountability.
- Seize process improvement opportunities to streamline workflows and improve accuracy.

Customer Service

- Maintain and continually improve individual contribution to a service-oriented culture that supports customers and leadership.

Communication

- Communicate clearly and frequently with leadership, team members and customers.
- Utilize a high degree of tact and diplomacy within all interactions.

KNOWLEDGE, SKILLS, AND ABILITIES:

The candidate should possess excellent verbal and written communication skills, outstanding organizational skills, and work well in a team environment. Candidates should possess the ability to work collaboratively with multiple levels of the organization. Customer service skills must include friendliness, patience and compassion. Candidates should be detail oriented, should thrive in a fast-paced environment and should welcome and/or lead change while placing accuracy, consistency, confidentiality, and integrity at a very high priority.

Candidates should possess the following problem solving skills and results orientation:

- Successfully identify, analyze and solve problems, including those with large datasets
- Approach problems in a positive manner
- View impediments as solvable challenges
- Show patience in dealing with complex and time-consuming issues
- Identify practical solutions
- Clearly explain options and solutions to end-users
- Resolve issues in a timely manner
- Analyze possible obstacles in order to identify solutions
- Keep supervisors apprised of status changes
- Process information in a disciplined and structured manner to ensure consistency
- Keep abreast of industry best practices and innovative solutions
- Write clear and concise proposals for consideration for policy and procedural changes

This job description is intended to convey information essential to understanding the scope of the job and the general nature and level of work performed by incumbents within this role. This job description is not intended to be an exhaustive list of qualifications, skills, efforts, duties or responsibilities associated with the position. Employees may be assigned job related tasks other than those specifically presented in this description.

Please submit resume with unofficial college transcript(s) and contact information for three (3) references to HR.Comptroller@cot.tn.gov through end of business on Friday, February 19, 2016.

The Comptroller of the Treasury is an Equal Opportunity Employer. We consider applicants for all positions without regard to race, color, religion, gender, national origin, age, disability, veteran status or any other legally protected class. As required by law, we must record certain information. Applicants are invited to participate in the Affirmative Action Program by reporting their status as minority, disabled veteran or other veteran status, or other disabled. In extending this invitation you are advised that: 1) you are under no obligation to respond, but may do so in the future if you choose; 2) responses will remain confidential within the Human Resources Department; and 3) responses will be used only for the necessary reporting.

To comply with legal record keeping requirements regarding Affirmative Action, we ask that you complete the information requested in the link below. Please be advised that your completion of this form is NOT part of your official application for employment. It is considered confidential information that will not be used in any hiring decision. Refusal to provide this information will have no bearing on your application and will not subject you to any adverse treatment. If you choose to participate by completing this form, we thank you for your cooperation.

To complete this form, please go to: <http://www.comptroller.tn.gov/oms/careeropp.asp> and click Voluntary Affirmative Action Form.