

**SOLANO COUNTY**  
**EMPLOYMENT RESOURCES SPECIALIST SUPERVISOR**

**Est. 7/99**

**DEFINITION:**

Under direction, plans, organizes, directs, and supervises the work of a staff engaged in integrated case management involving the determination of eligibility and granting of public assistance benefits and providing employment services, in accordance with established policies and procedures and performs related duties as required.

**DISTINGUISHING CHARACTERISTICS:**

This is a full supervisory level. This class is distinguished from Eligibility Benefits Specialist Supervisor class in the performance of supervisory duties over staff involved in the determination of eligibility and granting of public assistance benefits AND the concurrent provision of basic employment services. Eligibility Benefits Specialist Supervisor class supervises staff with duties primarily related to the determination of eligibility and granting of public assistance benefits.

**EXAMPLES OF DUTIES:**

1. Supervises and evaluates the work of a staff engaged in determining eligibility for public assistance, granting such benefits and providing employment services geared to the attainment of self-sufficiency; coordinates activities to ensure timely completion of tasks and projects; interviews and participates in selection of staff; provides training and staff development; ensures that staff maintains an appropriate work flow to meet department standards; develops and implements unit work goals and monitors progress toward these goals; conducts group and individual employee conferences to discuss or interpret departmental rules, regulations, policies and procedures, and performance problems; identifies and resolves operational problems; receives and resolves employee complaints and makes recommendations to superiors on difficult and complex personnel matters.
2. Establishes and oversees unit case planning and case management to ensure timely and complete
3. Supervises and participates in quality control; reviews case documentation for completeness and accuracy; determines and takes necessary action to correct errors.
4. Ensures compliance with applicable rules, regulations, policies, and procedures governing eligibility grant determination, employment services provision, appeals, quality control, and other matters related to line operation of public assistance and employment services programs; provides direction and guidance in the appropriate application of policies and procedures to complex or unusual case circumstances; provides guidance in the use of various automated systems and related tools to meet processing and reporting requirements; receives and responds to inquiries from the general public and other agencies; resolves a variety of complaints from the general public, including recipients and applicants.

**EXAMPLES OF DUTIES: (Continued)**

5. Reads, analyzes, and interprets legal decisions, regulations, informational notices, and policy statements issued by state and federal agencies to determine impact on local operations; assists in planning and implementing changes in procedures affecting agency and inter-agency operations.
6. Receives and resolves complaints from assigned personnel and makes recommendations to management on difficult and complex personnel matters; receives and resolves a variety of complaints from the general public, recipients, and denied applicants.
7. Serves as a technical resource to management, line staff, attorneys, and representatives of other organizations in the technical interpretation and application of regulations and local procedures.
8. May be assigned to additional supervisory, training, and/or routine administrative responsibilities, including assisting other unit supervisors in interviewing candidates for employment and making hiring recommendations to management and training new supervisors and support staff; may serve as a member of an ad hoc departmental management policy and procedure study team; prepares narrative and statistical reports; represents the department at various committee meetings and conferences.

**TYPICAL PHYSICAL REQUIREMENTS**

Sit for extended periods; frequently stand and walk; sufficient manual dexterity to perform repetitive motion in various duties such as: key boarding, writing, filing, reaching and grasping above shoulder level; normal eye-hand coordination; body strength sufficient to lift and carry case files; corrected vision to normal range to read fine print and computer screen; corrected hearing to speak and hear sufficiently to communicate clearly over the telephone and in person; ability to use of office equipment including telephones, calculators, copiers, facsimile, computers, and other related peripheral equipment such as printers and scanners.

**TYPICAL WORKING CONDITIONS**

Work is performed in an office environment and includes continuous contact with staff and the public; may be required to enter private homes to make family home visits for purpose of investigation; work may involve stressful situations and includes dealing with erratic and sometimes threatening behavior; may travel to community areas that are potentially dangerous.

**MINIMUM QUALIFICATIONS**

Knowledge of: Policies, rules and regulations governing eligibility for public assistance and employment services programs administered by the agency; including grant determination, employment orientation, employment search techniques, work-readiness appraisal, employment plan development, vocational assessment, case management, record maintenance, administrative hearings, confidentiality standards, and effective communication techniques; the functions of public social service agencies and the sources of information necessary to determine eligibility of participants in various public assistance

benefit programs; resources available in the community for referral or utilization in public assistance programs; report writing, conflict resolution, and fraud detection, principles of supervision, progressive discipline, performance evaluation, adult learning, training, and instructional methods and techniques; the operation of automated office equipment and case management/benefit issuance systems utilized by the department.

Ability to: Plan, assign, and supervise the work of staff; assist in the development and implementation of necessary policy and procedures; apply effective interpersonal skills; speak and write effectively; prepare and present a variety of technical oral and written reports; maintain confidentiality standards recognize and respect authority and responsibility limits; delegate and control the activities of subordinates; identify and analyze work unit problems and develop necessary changes; conduct research regulations, procedures and technical reference materials; establish and enforce work priorities; establish and maintain cooperative working relationships with community groups, resource agencies, fellow employees and the general public; work effectively with other units of the department; train, discipline and develop staff; train and instruct staff in the operation of automated office equipment and systems used by the agency; identify problems requiring referral to other agencies or staff; analyze situations accurately and adopt an effective course of action; use available sources of information effectively in determining need and eligibility.

**EDUCATION AND EXPERIENCE:**

1. Two years of experience performing duties equivalent to an Employment Resources Specialist III in a California County Department of Social Services including one year of lead or supervisory experience in a social services program, OR,
2. One year of experience performing duties equivalent to an Eligibility Benefits Specialist Supervisor (Eligibility Program Supervisor), OR,
3. Three years of professional casework experience performing publicly funded vocational guidance services, employment counseling or placement work including one year of lead or supervisory experience or training in a social services program, OR,
4. Any equivalent combination of education, training and experience that would provide the required knowledge.

AND

Completion any combination of 60 semester, 80 quarter units, or 90 continuing education credits including the equivalent of 30 semester units, 40 quarter units or 45 continuing education credits in behavioral science, sociology, psychology, counseling, vocational guidance or any coursework related to the granting of public assistance benefits or provision of employment services. This required coursework may be obtained through colleges, universities, university extension, business school, or employer provided career development training.

**A bachelor's degree in a behavioral science or a related field may be substituted for one year of the required experience except for the lead or supervisory experience.**

**SPECIAL REQUIREMENTS**

Driver License: Possession of a valid California Class C Driver License may be required at the time of appointment. Loss of the Class C Drive License is a cause for discipline. Individuals who do not meet this requirement due to a physical disability will be considered for accommodation on a case-by-case basis.

Assignment Requirements: Some positions in these classes may require work in an out-station location or in a setting with other professionals integrated as a team.

**SUPPLEMENTAL INFORMATION**

Travel: Independent travel may be required.

Child Abuse Reporting: Selectees for employment must as a condition of employment sign a statement agreeing to comply with Section 11166 of the California Penal Code relating to child abuse reporting.

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Department Head

Date

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