

Class Code: 00712
90712

IOWA DEPARTMENT OF ADMINISTRATIVE SERVICES ▼
HUMAN RESOURCES ENTERPRISE
EXECUTIVE OFFICER 3

DEFINITION

Performs non-supervisory program management work directing a program/organizational segment thereof that constitutes a bureau and represents a moderate part of an agency's total operations; or serves as a legislative liaison for an agency whose work involves both state and federal legislation; performs related work as required.

The Work Examples and Competencies listed are for illustrative purposes only and not intended to be the primary basis for position classification decisions.

WORK EXAMPLES

Develops a program/project plan including a mission statement, goals/objectives and policies/procedures; determines financial/technological resources, staffing requirements and evaluation/reporting procedures.

Develops implementation/evaluation methodology and coordinates all aspects of the program/project in its various stages with all individuals functionally assigned to the program/project.

Drafts internal procedures for improving coordination between staff; keeps employees informed of management goals/objectives and ensures that new or revised procedures are implemented; works to maintain/improve working relationships with internal agency components, community groups and other state, local, or federal agencies.

Collaborates with agency management on organizational/financial management matters; evaluates/resolves operational problems and prepares supporting justification for equipment, facilities, budget, and staffing; attends management planning/policy-making meetings and provides input.

Serves in a leadership capacity or as a key player in activities that involve representatives from the community, business, politics and service providers.

Maintains contact with businesses, interest groups and other public/private organizations through written business communications (reports, letters, memos and position papers) and makes oral presentations.

Drafts administrative rules, legislative proposals and policies/procedures; determines their impact and informs agency management, customers and program/project staff.

Analyzes a variety of information (e.g., state and federal laws, rules or regulations) and recommends solutions for resolving program/project administration problems.

Coordinates a legislative program for a large state agency having complex state and federal funding sources and programs; authorized to serve as the sole agency representative with the Iowa legislature during regular and interim sessions; acts as agency spokesperson at state/federal legislative meetings or individual legislators/congressional representatives on matters relating to agency programs; reviews complex state/federal legislative bills/amendments affecting the agency and alerts management of those having potential impact; distributes bills to management for review/comments and keeps them informed of legislative/congressional issues.

Develops, presents and secures enactment of an agency's legislative package; identifies problem areas and fiscal base; researches legal relationships between governmental agencies and drafts recommended code changes; coordinates responses to legislative information requests and fiscal notes.

COMPETENCIES REQUIRED

Knowledge of the principles, theories, techniques and trends applicable to public administration including financial and resource management, labor relations, objective/plan development, coordination, communication, evaluation, and public relations.

Knowledge of the organizational structure, functions, procedures, and applicable regulatory requirements for the organization served.

Knowledge of the social, environmental, legal, technological, and political factors impacting the programs and services delivered.

Knowledge of source materials, guidelines, and methods to solve complex problems not always covered by precedent.

Knowledge of the Iowa General Assembly and U.S. Congressional legislative/governmental processes.

Ability to coordinate people and resources required to accomplish objectives without use of supervisory authority.

Ability to read and interpret complex federal and state laws, rules, regulations, and procedures problems.

Ability to present managerial, technical, and business related material in writing to a wide variety groups, persons, and clients.

Ability to speak to groups and individuals with a wide variety of communication skills, interests, needs, and conflicting views.

Ability to solve program administrative and governmental service delivery problems requiring evaluation of information from a variety of sources with few precedents.

Ability to see problems, situations, or people from different perspectives.

Ability to focus on the key elements of complex programs.

Ability to develop and foster teamwork and motivate a group not bound by organizational authority.

Displays high standards of ethical conduct. Refrains from dishonest behavior.

Works and communicates with all clients and customers providing polite, quality professional service.

Displays a high level of initiative, effort, attention to detail, and commitment by completing assignments efficiently with minimal supervision.

Follows policy, cooperates with supervisors, and aligns behavior with the goals of the organization.

Fosters and facilitates cooperation, pride, trust, group identity, and team spirit throughout the organization.

Exchanges information with individuals or groups effectively by listening and responding appropriately.

EDUCATION, EXPERIENCE, AND SPECIAL REQUIREMENTS

Graduation from an accredited four year college or university and the equivalent of five years of full-time professional level experience such as program administration, development, management or operations;

OR

substitution of experience of the caliber and scope indicated above for the required undergraduate college education on the basis one year of qualifying experience is equivalent to one year of undergraduate education;

OR

graduation from the Iowa Certified Public Manager Program may substitute for one year of education or one year of experience;

OR

substitution of twenty-four hours of graduate level course work in a special program curriculum such as Social Work, Law, Education, Engineering, or Public or Business Administration for each year of the required experience to a maximum substitution of two years;

OR

employees with current continuous experience in the state executive branch that includes the equivalent of twelve months of full-time experience as an Executive Officer 2 or two years as an Executive Officer 1 or comparable management level positions shall be considered as qualified.

SELECTIVE CERTIFICATION

For designated positions, the appointing authority, may request those applicants possessing a minimum of twelve semester hours of education, six months of experience, or a combination of both, or a specific certificate, license, or endorsement in the following areas:

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| 006 | agriculture |
| 010 | amusement rides – inspection, installation, maintenance |
| 025 | American sign language (ASL) |
| 035 | engineering |
| 038 | air brakes unrestricted |
| 054 | biological sciences |
| 107 | criminal justice (including enforcement, courts, corrections) |
| 109 | curator – museum management |
| 112 | civil rights/affirmative action |
| 118 | commercial drivers license class B |
| 120 | unrestricted chauffeurs license class D |
| 140 | data processing |
| 146 | disabilities |
| 186 | education |
| 187 | energy |
| 193 | employment service programs |
| 204 | emergency planning (state and local) |
| 206 | homeland security or emergency management operations |
| 208 | financial management (accounting, auditing, budgeting, economics, finance) |
| 230 | geographic information system (G.I.S.) |
| 280 | human/social services programs |
| 281 | hydrology |
| 289 | hazardous materials endorsement |
| 313 | industrial hygiene |
| 317 | investigations |
| 354 | law degree |
| 358 | library science |
| 397 | mental health |
| 406 | mass communications |
| 407 | psychology |
| 415 | mortgage lending experience |
| 449 | natural sciences |
| 450 | natural resources |
| 453 | nursing |
| 500 | passenger endorsement |
| 518 | physical sciences |
| 524 | personnel |
| 535 | public health |
| 538 | purchasing |
| 579 | quantitative social science research |
| 596 | refugee resettlement services |
| 598 | retail sales management |
| 602 | real estate |
| 661 | statistics |
| 701 | teleprocessing/data communications |
| 709 | transportation planning |
| 720 | IT policy development |
| 721 | IT risk management |
| 723 | IT security awareness, training and education |
| 724 | IT privacy |
| 725 | IT security audits |
| 727 | IT risk assessment |
| 729 | business continuity/disaster recovery |

734 security program development and implementation
749 veterinary medicine, Dr.
752 vocational rehabilitation
762 water resources
875 architecture (registered)
880 marketing

For designated positions, the appointing authority, may request those applicants possessing a minimum of twelve months of experience in the following area:

047 legislative liaison
190 emergency preparedness

For designated positions, the appointing authority, may request those applicants possessing a minimum of a four year degree in geology or related geoscience discipline and two years of professional experience in geology.

251 geology – advanced

Applicants wishing to be considered for such designated positions must list applicable coursework, experience, certificate, license, or endorsement on the application.

Effective Date: 03/14 SA