

M&P OCCUPATIONAL GUIDELINE

JOB FAMILY: HUMAN RESOURCES Level G, Pay Grade 17

LEVEL DEFINITION	This level covers senior leadership positions responsible for the overall vision, goals and strategic direction of university wide human resource practices and policies within a specialized functional area.
TYPICAL RESPONSIBILITIES	May include: establishing short and long term objectives and strategic plans and ensuring implementation of processes, procedures and systems that have university wide impact; participating in the development of the overall HR strategy and objectives, contributing to the development and realization of HR mission, goals, and work processes; collaborating with colleagues in the other divisions to improve university wide strategic human resources management policies and practices.
DECISION MAKING /LEVEL OF ACCOUNTABILITY	Makes decisions regarding a major functional area within a centralized, complex university wide service. Recommendations and decisions could have significant impact on the operations of the University. Accountable for the strategic guidance and influence in the development and implementation of human resource policies and practices.
SUPERVISION RECEIVED	Works within broad policies and strategic plans under senior administrative direction, results reviewed for achievement of long term objectives.
SUPERVISION EXERCISED	Directs the activities of a group of management, professional and support staff, and external consultants, often indirectly through subordinate managers.
MINIMUM QUALIFICATIONS	Masters degree in a related discipline. Minimum of twelve years of related experience including success in leading human resource management teams in complex and multi-union environments, or the equivalent combination of education and experience.