

**CITY OF CARLSBAD
CLASS SPECIFICATION**

JOB TITLE: ADMINISTRATIVE SERVICES DIRECTOR

DEPARTMENT: CITY MANAGER

BASIC FUNCTION:

Under administrative direction of the City Manager, to plan, organize, direct and coordinate the city's Administrative Services divisions which include but are not limited to Finance, Human Resources, Information Systems, and Risk Management; to perform highly responsible and complex professional administrative work; and to do related work as required.

DISTINGUISHING CHARACTERISTICS:

This is a single incumbent position serving as a member of the Leadership Team. The Leadership Team is responsible for the development of citywide policies, goals, objectives and priorities.

KEY RESPONSIBILITIES:

Administer the city's fiscal, human resources, information systems, risk management and other assigned administrative programs for the city.

Direct the implementation of the city's financial policies and programs to ensure effective implementation of the City Council's goals and objectives and to maintain fiscal integrity.

Assist in the development of the city's overall goals, objectives, policies and priorities.

Analyze data, make recommendations, prepare reports and make presentations on the formulation of policy and procedure, and staffing and organizational requirements for assigned divisions.

Coordinate and provide responsible staff assistance to the City Manager, City Council and other city boards and commissions as assigned.

Conduct difficult policy and fiscal-related analytical studies and reports involving the evaluation of departmental operations and service programs.

Assist the City Manager in the preparation, coordination and analysis of annual department budgets.

Attend and make presentations at meetings of the City Council, and other City boards and commissions.

Represent the city in the community and at professional meetings as required.

Coordinate activities with other city departments and other public or private agencies.

Respond to and resolve difficult and sensitive inquiries and complaints.

Supervise, train and evaluate staff.

May serve as Acting City Manager as assigned.

QUALIFICATIONS

Knowledge of:

- Principles of organization, administration, budget and human resources management.
- Federal, State, municipal laws, statutes, codes and ordinances related to the areas in Administrative Services.
- Local government financial practices and procedures.
- Methods and techniques of research, statistical analysis and report presentation.

Ability to:

- Plan, organize and direct the city's Administrative Services divisions and programs.
- Provide administrative and professional leadership for the department.
- Properly interpret and make decisions in accordance with laws, regulations and policies.
- Analyze problems, identify alternative solutions, project consequences of proposed actions, and implement recommendations in support of goals.
- Develop and administer annual and long range programs and budgets.
- Exercise good judgment, flexibility, creativity, and sensitivity in response to changing situations and needs.
- Work cooperatively and effectively with management staff, employees and others.
- Supervise, train and evaluate assigned staff.
- Communicate clearly and concisely, orally and in writing.

EXPERIENCE AND EDUCATION

Any combination equivalent to experience and education that could likely provide the required knowledge and abilities would be qualifying. A typical way to obtain the knowledge and abilities would be:

Equivalent to a bachelor's degree and preferably a graduate degree from an accredited college or university with major coursework in business administration, public administration or closely related field, and ten years of progressively responsible professional work experience in the field of municipal government administration, or in a closely related field at an administrative or management level.

ENVIRONMENTAL CONDITION AND PHYSICAL REQUIREMENTS

While performing the duties of this class, an employee is regularly required to sit; talk or hear, in person and by telephone; use hands to finger, handle, feel or operate standard office equipment; and reach with hands and arms. An employee is frequently required to walk and stand. Specific vision abilities required by this job include close vision and the ability to adjust focus to read and operate office equipment as necessary during the course of the work assignments.

While performing the duties, employees of this class are regularly required to use written and oral communication skills; read and interpret financial and statistical data, information and documents; analyze and solve problems; use math and apply mathematical reasoning and abstract statistical concepts; observe and interpret people and situations; learn and apply new information or skills; perform highly detailed work on multiple, concurrent tasks; work under intensive deadlines; and interact with staff, Council members and others encountered in the course of work.

The employee works under office conditions and the noise level is usually quiet. Employees may be required to travel to work sites or other sites for meetings.

This is an at-will management classification.

DATE APPROVED: Mar. 12, 2013