

**CLASS SPECIFICATION**

**COORDINATOR IV**

**PAY GRADE: 58**

**CLASS CODE: 30003030**

**EFFECTIVE: December 13, 2018**

**CLASSIFICATION SUMMARY**

Reports to a Manager or other management-level position. Under general direction, supervises, plans, and evaluates programs and functions and oversees internal and external stakeholder collaboration.

Responsibilities include: supervising the work of staff in the development and maintenance of partnerships with internal and external stakeholders to advance the goals of the unit; implementing, coordinating, and supervising unit programs and activities; developing strategy and approach for complex or technical issues and projects; creating advancements that improve standard practices and procedures of unit; implementing elements of a specialized Bureau/Office program.

**DISTINGUISHING CHARACTERISTICS**

Coordinator IV is the highest of four and the supervisory-level classification within the Coordinator series.

Coordinator IV is distinguished from Coordinator III in that the former supervises a minimum of four staff and has considerable discretion in program/project oversight, direction, and budget authority.

Coordinator IV is distinguished from the Analyst series in that the latter exercises critical investigative ability, judgment, and discretion in making recommendations or decisions with an organizational impact and the former evaluates data and other information, collaborates with stakeholders to meet the goals of unit programs and functions, and supervises the work of staff.

Coordinator IV is distinguished from the Supervisor series in that the former is responsible for overseeing the work of staff responsible for internal and external programs and functions requiring specialized experience and training, and the latter is responsible for supervising organizational unit programs and projects and ensuring activities are completed.

**ESSENTIAL FUNCTIONS**

Depending on the assignment, the incumbent may perform a combination of some or all of the following duties, and perform related duties as assigned.

General Duties:

1. Develop standard practices and procedures for the activities of assigned programs or projects; establish program and performance goals and communicate expectations to staff; oversee development of new programs; assess and evaluate existing programs.
2. Perform professional and operational duties, including planning and evaluation, and coordinate community development and outreach activities by leading ongoing working groups, special project teams, and collaborative efforts with staff and management.
3. Oversee, supervise, and provide internal and external customer service to City employees and the public on programs and services related to the unit; research and analyze complex customer

service complaints and issues; identify areas of concern and develop recommendations for solutions and improvements; prepare clear and concise written responses.

4. Supervise and coordinate the dissemination of information to ensure consistency in unit messaging and branding of programs, services, events, policies, and procedures; evaluate and enhance messaging to increase public awareness of mission and goals.
5. Recommend and implement updates to established policies, guidelines, and standards used by the assigned unit to improve efficiency.
6. Establish, collaborate with, and supervise teams of professionals, paraprofessionals, contractors, and/or volunteers, in planning, developing, implementing, and evaluating programs or activities, including community and media promotions, education and advertising campaigns, and organizational unit projects and initiatives.
7. Lead and participate in community organizations and committees, City work groups, and collaborative teams to develop and implement comprehensive public information, public awareness and involvement, community education and outreach, and media relations activities to meet City and unit goals and objectives.
8. Oversee the planning, implementing, and evaluating of special events.
9. Oversee the delivery of services, products, and projects to the public, other governmental agencies, or private industry.
10. Oversee the maintenance of websites, social media presence, and hardcopy and electronic forms, applications, and brochures.
11. Act as liaison between Bureau/Office and partner agencies; review overlapping policies and resolve conflicts; facilitate integration of new partner agency initiatives.
12. Oversee staff responsible for organizing, coordinating, and implementing trainings for program staff and volunteers; conduct and evaluate training programs.
13. Oversee the development and monitoring of contract and grant programs, policies, and procedures; ensure compliance with requirements; update and submit reports.
14. Supervise staff; develop performance requirements and personal development targets; develop job duties and responsibilities; monitor and evaluate performance, provide coaching for performance improvement and development, and complete annual performance reviews; recommend discipline as necessary; create and promote an equitable workplace that demonstrates an environment respectful of living and working in a multicultural society.

#### Specific Duties:

In addition to the General Duties, the incumbent may perform a combination of some or all of the following duties specific to the position.

1. Oversee the planning and implementation of water and environmental policies, programs, and projects; oversee the development and implementation of programs to ensure the City's and local industries' compliance with local, state, and federal policies, laws, and regulations; plan, design, and manage facilities for groundwater, storm water, wastewater, and watershed resources.
2. Oversee the design of technical studies and research programs; oversee or conduct analysis of data; make associated recommendations for policy and operational changes.
3. Oversee the planning and implementation of right of way and transportation programs and projects.
4. Prepare and monitor the capital and operating budgets of assigned unit; oversee the process for solicitation and payment of vendors; coordinate internal and external acquisition approvals; administer various contracts and agreements.
5. Administer and oversee vehicle and equipment facilities and stations; support organizational unit procurement programs; oversee the management of unit stores and inventory.
6. Provide project leadership and oversee staff responsible for coordinating the implementation, tracking, and reporting of Bureau/Office or City-wide diversity, equity, and inclusion efforts; make recommendations for bureau-level policy and procedure changes; act as bureau change-agent in advancing Bureau/Office equity initiatives; advance relationships with community-based organizations, leaders and networks.

## **SUPERVISION RECEIVED AND EXERCISED**

The work of this classification is performed under general direction by a Manager or other management-level position.

Directly supervises a minimum of four (4) employees, may include Coordinator I, II, or III positions and/or other staff.

## **KNOWLEDGE/SKILLS/ABILITIES REQUIRED**

1. Knowledge of principles and practices of business communication and program administration.
2. Knowledge of and the ability to apply principles of supervision, training, and performance evaluation.
3. May require knowledge of principles, practices, and methods of event planning and community outreach activities.
4. May require knowledge of social media, online marketing, and website maintenance.
5. May require knowledge of principles, theories, methods and techniques of natural resources management and environmental protection.
6. Advanced skill in customer service and conflict resolution.
7. May require skill in evaluating consultant proposals; administering and overseeing the management of consultant contracts.
8. May require skill in negotiating with representatives of regulatory agencies to resolve technical and/or compliance issues.
9. Ability to learn City rules, policies, and procedures related to area of assignment.
10. Ability to analyze complex or technical issues and problems, evaluate alternatives, and recommend policies, strategies, and effective courses of action.
11. Ability to exercise independent judgment, problem-solve, and take initiative within established procedures and guidelines.
12. Ability to utilize City-specific technology and general office software.
13. Ability to communicate clearly, logically, and persuasively, both verbally and in writing; prepare concise and comprehensive reports, correspondence, and other documents.
14. Ability to collaborate with communities of color and people traditionally underrepresented in local decision-making; facilitate inclusive participation in programs and activities; communicate cross-culturally.
15. Ability to analyze, interpret, explain, and apply relevant laws, regulations, ordinances, policies, and procedures.
16. Ability to establish and maintain effective working relationships with Bureau/Office managers and staff, representatives of other governmental agencies, the public, and others encountered in the course of work.
17. Ability to supervise and direct staff of non-technical and technical personnel.
18. Ability to supervise a multicultural workforce, promote an equitable workplace environment, and apply equitable program practices to diverse and complex City services.
19. Ability to research, plan, and implement public information and education programs to build and maintain public awareness of mission and goals.

## **MINIMUM QUALIFICATIONS REQUIRED**

Any combination of education and experience that is equivalent to the following minimum qualifications is acceptable.

**Education/Training:** Bachelor's degree from an accredited college or university in business administration, public administration, or field related to organizational unit or Bureau/Office;

AND

**Experience:** Four (4) years of progressively responsible experience involving analysis, planning, organizing, and/or evaluating programs in a public agency or customer service related field, including two (2) years in a supervisory or lead role.

**Special Requirements and/or Qualifications:**

Specific licensure or certification in a relevant field may be required for certain positions.

A valid state driver's license may be required for certain positions.

Experience in performing work related to organizational unit may be required for certain positions.

**Preferred Qualifications:**

Professional certification in a relevant field.

Bargaining Unit: Non-represented

FLSA Status: Exempt

HISTORY

Revision Dates:

02/2019 – Update distinguishing characteristics and specific duties