

## Job Description

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**Job Title:** Training I

**Job Code:** 900725

**Job Family:** Administration

**Pay Grade:** JC.14.14

**FLSA:** Non- Exempt

**EEO:** Office-Clerical

**Department/Agency:**

**Position Number(s):** Multiple

**Recommended Position Title(s):** Training I

### **The following Core Competencies apply to everyone and are essential to all County jobs:**

- Accountability – Follows-up on and meets commitments, takes ownership for work, and possesses a strong ability to stay focused on individual, department, and County results.
- Communication – Clearly and effectively expresses ideas and thoughts (verbally and in writing); listens actively.
- Customer Focus & Public Relations – Builds positive internal and external customer relationships; is committed to customer satisfaction; assumes responsibility for solving customer problems and ensures commitments to customers are met.
- Initiative – Independently acts to resolve problems and provide solutions; seeks out new responsibilities; generates new ideas; practices self-development.
- Safety – Understands and supports safety standards as required by the job; keeps the workplace clean and safe.
- Teamwork – Encourages and facilitates cooperation, pride, and trust among the team; fosters commitment and team spirit; works cooperatively with others to achieve overall goals.

### **The following Leadership Competencies apply to supervisors, managers, and executives based on designated responsibilities:**

- People Management – Clearly defines subordinate roles and responsibilities; motivates employees to perform and delegates work effectively; applies consistent performance standards and handles performance problems decisively and objectively; leads by example.
- Operations Management – **Directs and guides operations in alignment with the County's and department's overall goals and objectives; ensures the execution of efficient processes to maximize the County's and department's resources;** utilizes operational knowledge to make sound decisions.
- Strategic Leadership – Determines the strategic direction of the team or department in alignment with overall county goals; effectively communicates strategies internally and externally; creates a culture to support strategies and provides mechanisms to implement them; fosters buy-in and enthusiasm with employees.

### **Essential Duties:**

- Conducts routine training such as New Employee Orientation, policies and procedures, and related on-the-job and refresher training; serves as a point of contact during training; acts as training host; assists in measuring progress and evaluating effectiveness of training.
- Creates and edits classes in learning management systems; assists in troubleshooting problems with registration and course completion.
- Coordinates training sessions; tracks attendance; prepares and distributes evaluation surveys; processes reports on survey results; provides survey concerns to appropriate parties; monitors training attendance for compliance with policy and regulatory agencies; organizes and orders supplies; processes reimbursements for other travel related expenses; creates and disseminates reports; maintains training records and plans; assists with promotion of training events and resources.
- Ensures that room or facility is prepared, supplies are available, and trainers present; ensures equipment is in proper working condition; makes travel and lodging accommodations for employees and trainers; reserves rooms and facilities; books caterers
- Supports and serves on training related committees.

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### **Supervisory Responsibilities:**

- Yes  No This position is also responsible for the supervision and leadership of employees, which includes making employment-related decisions and/or recommendations, and formally evaluating performance.

***Duties and responsibilities, as required by business necessity may be added, deleted or changed at any time at the discretion of management, formally or informally, either verbally or in writing. Scheduling and shift assignments and work location may be changed at any time, as required by business necessity.***

### **Minimum Job Requirements:**

Associates degree in the following filed(s) of study: general studies or relevant field.

One (1) years of relevant experience.

***Johnson County Government requires reference/background screening for all positions. Specified criteria may vary by Department/Agency.***

### **Preferred Job Requirements:**

Familiarity with and able to use Microsoft Office Suite, Adobe Systems, Microsoft Visio, Snagit, Learning Management Systems or similar programs.

### **Education/Experience Substitutions:**

Yes  No Experience may be substituted for degree.

Yes  No Education may be substituted for experience.

### **Physical, Environmental, and Special Working Conditions:**

Travel required 5% local and 5% outside Johnson County.

All County employees may be called upon to assist other department sin a declared emergency situation.