

**MICHIGAN CIVIL SERVICE COMMISSION  
JOB SPECIFICATION**

**CIVIL RIGHTS SPECIALIST**

**JOB DESCRIPTION**

Employees in this job function as professional specialists with responsibility for a civil rights program or specialty area, or as an administrative assistant to an administrator or executive. Positions are (1) designated as specialists by the Appointing Authority; (2) accepted and classified by Civil Service; (3) require advanced knowledge in the field of work; (4) responsible for highly complex assignments; (5) the scope of responsibility is significant; and (6) the job function has considerable impact within the department. Typically, positions in this job do not supervise.

There are three classifications in this job.

**Position Code Title - Civil Rights Specialist-2**

Civil Rights Specialist 13

The employee functions as a second-level specialist or as an administrative assistant to a deputy bureau director, office director, major office director, division director, or unclassified equivalent.

**Position Code Title - Civil Rights Specialist-3**

Civil Rights Specialist 14

The employee functions as a third-level specialist or as an administrative assistant to a bureau director or unclassified equivalent.

**Position Code Title - Civil Rights Specialist-4**

Civil Rights Specialist 15

The employee functions as a fourth-level specialist or as an administrative assistant to a deputy director, chief deputy director, or unclassified equivalent.

**NOTE:**

There are two professional specialist concepts:

**Specialty Area:** Functions administered by an agency to provide a product or service to the agency's constituency. Specialty areas must be of significant breadth, depth, complexity, and importance to the agency. Such positions are typically responsible for providing expert advice in the area of specialty to department management, outside entities, and/or the public; directing and conducting highly complex studies and analyses without technical direction; and developing and monitoring procedures, guidelines, and policies that are the foundation of the program or specialty area.

Appointing Authority designation as a specialist is required at all levels for positions assigned a specialty area. To determine if the specialist job exceeds the 13-level, the position must be evaluated by the Appointing Authority using the Professional Specialist Position Evaluation System factors to recommend the appropriate classification level.

**Administrative Assistant:** Professional positions that have as their predominant and essential function the responsibility to advise and assist a manager, administrator, or executive in all areas for which the official is responsible. Typically, the position does not have supervisory responsibility, but participates in a staff capacity in budget development, personnel matters, program planning, policy and procedure development, meetings on behalf of the supervisor, and other areas of the supervisor's responsibility.

Appointing Authority designation as the Administrative Assistant is required at all levels. Determination of classification levels for administrative assistant positions is based upon the duties assigned and the reporting relationship.

## **JOB DUTIES**

**NOTE:** The job duties listed are typical examples of the work performed by positions in this job classification. Not all duties assigned to every position are included, nor is it expected that all positions will be assigned every duty.

**Administrative Assistant:**

Advises and assists the official in all areas of responsibility.

Carries out special projects as assigned by the official.

Assists in program planning, policy, and procedure development.

Participates in budget development.

Represents the official at meetings.

**Specialist:**

Investigates alleged rights violations to determine whether there has been a violation of rights.

Provides individuals and groups with a basic knowledge of their guaranteed rights.

Provides assistance and expertise to interested parties with respect to the legal achievement and maintenance of equal rights in housing, elderly assistance, assistance, education, civil rights, economic development, development of legislation, and the preservation of culture.

Promotes adherence to affirmative action principles by those segments of the public involved with the rights program.

Accumulates and analyzes information from the agency and/or community which may suggest modification to existing or proposed legislation, policies, or procedures; researches alternatives; and prepares recommendations.

Formulates procedures, policies, and guidelines for assigned rights programs.

Performs duties of unusual significance or importance to the Department.

Make recommendations in areas of expertise.

Develops program goals and plans for implementation.

Develops alternative strategies for programs based on analysis and research in an assigned specialty area.

Acts as a liaison with other agencies, organizations, and employees to coordinate rights programs.

Plans and coordinates the training of staff in rights representation activities.

Serves as a technical advisor and liaison with industry, community groups, and/or governmental agencies.

Conducts special projects.

Prepares special studies and reports.

Prepares budgets.

Maintains records, and prepares reports and correspondence related to the work.

Performs related work as assigned.

## **JOB QUALIFICATIONS**

### **Knowledge, Skills, and Abilities**

**NOTE:** The degree of knowledge required is a function of job complexity, program or specialty scope, and impact which increases with the level of the position.

Administrative Assistant:

Knowledge of the principles and techniques of administrative management, including organization, planning, staffing, training, budgeting, and reporting.

Knowledge of fiscal planning, budgeting, and management.

Specialist:

Knowledge of the operational and technical problems involved in the administration of a specialized program.

Knowledge of the assigned program specialty.

Administrative Assistant and Specialist:

Knowledge of methods of planning, developing and administering programs.

Knowledge of state and federal laws and legislative processes related to the work.

Knowledge of reporting methods and techniques.

Ability to plan, direct, and coordinate program and administrative activities of a complex, interrelated, and interdependent nature, where unknowns and numerous contingency factors are involved.

Ability to formulate policies and procedures relevant to program areas based on information of a conceptual nature from varied and complex sources.

Ability to plan, coordinate, and expedite work projects.

Ability to interpret complex rules and regulations.

Ability to communicate with others verbally and in writing.

### **Working Conditions**

*None*

### **Physical Requirements**

None

**Education**

Possession of a bachelor's degree in any major.

**Experience**

**Civil Rights Specialist 13 - 15**

Four years of professional experience equivalent to a Civil Rights Representative or Rights Representative, including two years equivalent to a Civil Rights Representative P11 or Rights Representative P11, or one year equivalent to a Civil Rights Representative 12, Civil Rights Manager 12, Rights Representative 12, or Rights Representative Manager 12.

**Special Requirements, Licenses, and Certifications**

None

**NOTE:** Equivalent combinations of education and experience that provide the required knowledge, skills, and abilities will be evaluated on an individual basis.

**JOB CODE, POSITION TITLES AND CODES, AND COMPENSATION INFORMATION**

**Job Code**

CIVRGTSPL

**Job Code Description**

CIVIL RIGHTS SPECIALIST

**Position Title**

Civil Rights Specialist-2

Civil Rights Specialist-3

Civil Rights Specialist-4

Civil Rights Specialist-2

**Position Code**

CIVRSPL2

CIVRSPL3

CIVRSPL4

CIVRSPL2

**Pay Schedule**

NERE-182

NERE-186

W22-072

W22-078

SA

10/25/2015