

## **CLASS TITLE: HUMAN RESOURCES DATA ANALYST**

**PURPOSE OF THE CLASSIFICATION:** Under direction performs complex, highly technical and advanced financial, statistical and management analyses used to identify and prioritize safety, personnel and other human resources related reports and data and performs other related assigned duties.

### **ESSENTIAL TASKS:**

- Coordinates with the IT Department, Enterprise Resource Planning (ERP), and HRIS Administrator to gather, analyze, evaluate, design, modify and maintain the data collection that guides the objectives of the City's human resource management programs
- Develops and implements processes, methods and tools designed to measure, evaluate, and monitor established departmental performance criteria.
- Compiles and reviews data collected from various sources to identify trends and significant changes in performance regarding various human resource management programs
- Analyzes trends in data collection and ensures data quality
- Presents analytical information regarding relevant data to department heads and makes presentations to the Senior Management team and employees
- Evaluates statistical data to ensure validity of system information and applicability to meeting established goals and plans for the City
- Serves as contact point for data inquiry and data auditing purposes
- Designs, prepares, analyzes and distributes safety data and statistical reports concerning accidents, trends, and solutions to work related problems to all City departments and executive management
- Works to proactively recognize potential safety and other compliance issues according to state and federal regulations, City ordinances, and established safety and other policies
- Assists in writing programs to query tables and assessing data integrity for safety related projects
- Assists with the City's long range goals as stated in the strategic plan (AIM)
- Must report to work on a regular and timely basis

**Reasonable accommodations may be made to enable individuals with disabilities to perform the essential tasks.**

### **QUALIFICATIONS:**

Training and Experience: Graduation from an accredited college or university with a bachelor's degree in human resources management, computer science, business administration, statistics, industrial science, or other related fields; and four (4) years of experience in business systems analysis, data management, or human resources; or an equivalent combination of training and experience per Personnel Policies and Procedures, Section 128.

Knowledge, Abilities and Skills: Comprehensive knowledge of methods, procedures, and techniques used in the fields of safety compliance and auditing; considerable knowledge of statistics, data analysis and design; knowledge of data entry, trending, and report generation; knowledge of governmental regulations and applicable standards knowledge of and technical expertise in analyzing numerical data and industry performance measures and industry "best practices". Ability to analyze complex issues and to formulate sound concepts; ability to work independently and to recognize, analyze and solve complex problems; ability to apply excellent attention to detail and accuracy ability to effectively communicate both verbally and in writing with all levels of employees; and the ability to meet deadlines, multi-task, and work under competing priorities.

Physical Requirements: Physical requirements include arm and hand steadiness and finger dexterity enough to use a keyboard and telephone; frequent lifting up to 60 pounds; occasional carrying up to 20 pounds; may be subject to walking or sitting for extended periods of time, reaching and bending; and vision, speech and hearing sufficient to perform the essential tasks.

Licenses and Certificates: Possession of a valid Oklahoma Class "D" Driver's License.

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**WORKING ENVIRONMENT:** Working environment is primarily in an office setting; requires the use of a telephone and other office equipment; and requires some travel to various locations to provide technical support and training or coordinate projects.

**Class Code: 2551**

**EEO Code: N-02**

**Pay Code: AT-40**

**Group: Clerical and Administrative**

**Series: Data Processing and Information Services**

**Effective date: September 24, 2018**