

DEPUTY SECRETARY/COMMISSIONER IV

This is executive work managing the operations of a major grouping of organization units, each typically with division status, in a Cabinet, Council of State, or other agency functioning with similar status. Positions are found in agencies where the number, diversity, and scope of programs require an intermediate level of executive management, usually a maximum of three positions, between the Agency Head/Chief Deputy and the Division Directors to achieve a manageable span of control and effective program coordination. Employees direct other executive, managerial, professional, and support staff in the delivery of services in the assigned units and program areas, and act with the fully delegated authority of the appointed or elected head of the agency or a Chief Deputy to whom they report. Work involves; providing leadership in setting agency goals and objectives for the programs assigned; working with other agency executives in resolving internal resource allocation and program integration issues; representing the agency with other government and legislative officials; and, performing related tasks. While employees may rely on staff specialists for the analysis of technical issues, they provide administrative and policy direction to subordinate managers that affect program structures and operations. Employees serve at the pleasure of the agency head and normally carry a working title such as Deputy Secretary, Deputy Commissioner, Assistant Secretary, Assistant Commissioner, or similar title.

Employees at this level are program services executives responsible for two or more Divisions with diverse program goals and objectives and service delivery mechanisms where program components require integration in budget development and administration, resource allocation, and operations. Program operations must interface with and have constant impact on programs housed in other agencies and in local governments, and operational decisions, especially those concerning the allocation of financial and staff resources, must consider the impact on external programs.

Positions are assigned to the four levels of this series based on the degree of program/organizational diversity, the degree of impact on external agencies including local governments, the complexity of the supporting administrative structure and the level of program/administrative managers supervised, and the reporting relationship to the agency head. Positions that require professional training in a highly specialized occupational field and are subject to unusual labor market demands will not be included in this series.

RECRUITMENT STANDARDS

Knowledges, Skills, and Abilities - Thorough knowledge of management principles, techniques, and practices. Knowledge of: the agency's organization, operation, and objectives; the assigned divisions' organization, operation, and objectives; and, applicable federal and State laws, rules, and regulations. Ability to: exercise sound judgment in analyzing situations and making decisions; direct employees and programs in the various areas of responsibility; and, develop and maintain effective working relationships with the general public, and with federal, State, and local officials.

Minimum Training and Experience - Graduation from a four year college or university with a degree in business or public administration or a field related to the agency's programs and five years of managerial experience in the public or private sectors involving significant decision-making authority in the planning, organizing, and directing of operations in an area related to the assigned programs; or, an equivalent combination of training and experience.

Special Note - This is a generalized representation of positions in this class and is not intended to identify essential functions per ADA. Examples of work are primarily essential functions of the majority of positions in this class, but may not be applicable to all positions.