

# TOMPKINS COUNTY CIVIL SERVICE VACANCY

Inclusion Through Diversity



## OPEN TO THE PUBLIC

Tompkins County Department of Human Resources Office  
125 E. Court Street  
Ithaca, NY 14850  
(607) 274-5526

**Tompkins County is an Equal Opportunity/Affirmative Action employer. Minorities and women are encouraged to apply**

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**TITLE:** Coordinator of Community Youth Services

**SALARY:** \$26.27 on hire automatically increasing to \$28.53 after serving a nine-month training period.

**LOCATION:** Youth Services

**TYPE OF EMPLOYMENT:** Full Time

**ISSUE DATE:** 08/01/18

**THE FINAL DATE TO FILE APPLICATIONS:** 09/07/18

**DATE THAT THIS ANNOUNCEMENT SHOULD BE REMOVED FROM POSTING:** 09/08/18

**RESIDENCY:** Candidates must have been legal residents of Tompkins County or one of the six adjoining counties (Cayuga, Chemung, Cortland, Schuyler, Seneca, Tioga) for at least one month immediately preceding the date of application and maintain residency. For Examinations: The eligible list resulting from the examination will be established in accordance with the final earned numerical ratings of passing candidates regardless of residence. A municipality or district may exercise its right under section 23-4-a. of Civil Service Law to request a certification of eligible candidates who have been residents of that municipality or district for at least one month prior to appointment. After the names of residents have been exhausted, Tompkins County must then certify the names of non-residents on the list.

**LOCATION OF POSITION:** Youth Services

Youth Services has full time opening for Coordinator of Community Youth Services that works a 35 hour work week. The position is responsible for helping to shape the broad policy goals adopted by the County Youth Services Board and for translating those broad policies into the specific department goals, objectives and work plans to enable local municipalities and not-for-profit agencies to implement effective youth development, delinquency prevention programs. The work involves engaging elected officials and agency directors in cooperative planning and negotiation of service systems and multi-program contracts. The hourly wage is \$26.27 upon hire and then automatically increasing to \$28.53 after serving a nine-month training period.

**The minimum qualifications have been opened up further and the filing period extended to 09/07/2018.**

**MINIMUM QUALIFICATIONS:**

- (a) Graduation from a regionally accredited or New York State registered university with a master's Degree **AND** three years of experience coordinating a youth or human service program; **OR**
- (b) Graduation from a regionally accredited or New York State registered four-year college or university with a bachelor's Degree **AND** five years of experience coordinating a youth or human service program; **OR**
- (c) Graduation from a regionally accredited or New York State registered two-year college with an associate's Degree **AND** seven years of experience coordinating a youth or human service program; **OR**
- (d) Any combination of training and experience equal to or greater than that described in (a), (b) and (c) above.

### **DISTINGUISHING FEATURES OF THE CLASS:**

The position is responsible for helping to shape the broad policy goals adopted by the County Youth Services Board and for translating those broad policies into the specific department goals, objectives and work plans to enable local municipalities and not-for-profit agencies to implement effective youth development, delinquency prevention programs. The work involves engaging elected officials and agency directors in cooperative planning and negotiation of service systems and multi-program contracts. The coordinator's work involves community organizing and development activities, development of appropriate needs assessments, multiple source budgets, evaluation and consultation with boards of directors, elected boards as well as program staff to enable them to plan, finance, implement and evaluate effective county-wide and local youth services. The position is responsible for contract management and direct monitoring of county funded programs. The position may also be responsible for supervising and evaluating the work of other Youth Bureau staff, including the director and deputy director, on department projects which they initiate. In addition to working with individual communities and agencies, the position is responsible for initiating and implementing systems and procedures to promote inter-municipal and inter-agency agreements and coordination of services. The work is performed under the general supervision of the Youth Services Director.

### **TYPICAL WORK ACTIVITIES:**

- Develops departmental goals, objectives and work plans within the broad guidelines of the Comprehensive Plan as well as need assessments to guide the services provided by the Youth Services Department to each of the county's 16 municipalities and 10-20 not-for-profit agencies that provide youth development, delinquency prevention, youth employment, and runaway and homeless youth services;
- Negotiates multi-program contracts and intermunicipal agreements with supervisor, mayors, elected officials, youth commissions and directors and/or program coordinators of youth service agencies;
- Initiates and directs community planning to meet high priority needs identified in the County's Comprehensive Youth Services Plan as well as the Youth Services Needs Assessments;
- Develops resource allocation and program evaluation procedures to achieve the broadly stated goals of the Youth Services Board. Tasks include designing requests for proposals, consulting with potential applicants on program design and budget planning, analyzing program and budget proposals for Youth Services Board volunteers to evaluate funding requests, and designing program and expense reporting systems;
- The coordinator responsible for runaway and homeless youth services convenes a county advisory group, develops new programs and monitors funded programs to assure that objectives are achieved and that all state regulations are implemented and enforced and initiates inter-agency coordination efforts;
- The coordinator responsible for youth employment services convenes a county advisory group, develops new programs and monitors funded programs in partnership with the Workforce Development Board to assure that objectives are achieved and that all state regulations are implemented and enforced and initiates inter-agency coordination efforts;
- Conducts research and policy analyses, staying abreast of best practices, to propose program and policy options for the County Youth Services Board's review and adoption;
- Establishes and oversees implementation of monitoring standards and procedures, including researched based evaluation assessments, for all communities and programs and application to specify county funded programs;
- Analyzes program and county-wide needs for planning, staff and board training, youth worker trainings, budgeting and evaluation assistance and inter-agency or inter-municipal coordination;
- Supervises the assignments and performance of interns and assigned youth services staff and conducts performance evaluations according to county and departmental policies;
- Plans and oversees the accomplishment of departmental team projects which entails recommending assignments for all department staff and supervision of staff responsible for project tasks, including the director;
- Prepares program and statistical reports for the Youth Services Director, the County Youth Services Board, Legislature and/or local governments;
- Research and write grant proposals to enable the County or priority programs to secure state, federal and/or private funds to implement priority services;
- Initiates requests for services from other county departments and funding agencies to assist municipalities and agencies in planning and running programs;
- Initiates a variety of systems to facilitate inter-municipal and inter-agency coordination;
- Coordinate community planning in response to State or Local mandated priorities.

### **KNOWLEDGE, SKILLS, ABILITIES AND PERSONAL CHARACTERISTICS:**

- Thorough understanding of youth and human service planning and management processes;
- Thorough knowledge of the concepts and methods of community development, local government and the administration of not-for-profit agencies and the role of citizens policy and advisory boards;
- Thorough knowledge of program planning, budgeting, program accountability and contract management;

- Ability to establish and maintain effective working relationships with elected officials, other funding agencies, agency directors, program staff, community volunteers serving on advisory boards and boards of directors;
- Excellent skills in collecting, organizing and interpreting data and information for planning and evaluation;
- Excellent written and verbal communication skills;
- Very good organizational and problem solving skills;
- Ability to generate documents and spreadsheets on a personal computer;
- Ability to effectively plan, supervise and evaluate the work of others;
- The employee's physical and mental condition shall be commensurate with the demands of the position, either with or without reasonable accommodations.
- Ability to travel throughout Tompkins County.

**PHYSICAL, MENTAL, AND ENVIRONMENTAL DEMANDS:** The physical and mental demands described here are representative of those that must be met by an employee to successfully perform the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

While performing the duties of this job, the employee is frequently required to sit, use hands to keyboard, handle, or feel objects, manipulate tools, or controls, and reach with hands and arms. The employee is required to see, walk, talk and hear. The employee must occasionally lift and/or move up to 10 pounds. Due to extensive computer usage, the job requires considerable visual effort. Vision abilities required by this job include close vision and the ability to adjust focus to a mid-range. The employee's physical and mental condition shall be commensurate with demands of the position, either with or without reasonable accommodation. Psychological demands are moderate for this position. Considerable interpersonal skills are necessary in order to create connections, obtain buy-in, cooperation with contract agencies, municipalities and throughout the organization. External contacts are with professional associates, liaisons, community groups and involve the development of professional networks and the successful implementation of youth services programs. The work environment has minimal exposure to disagreeable conditions. The incumbent will perform all related duties as required.

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## FURTHER INFORMATION AND INSTRUCTIONS

Falsification of any part of the "Application for Employment" will result in disqualification.

Accepted candidates will be notified when and where to appear for the examination. If you do not receive your notice to appear at least three days before the date of the written examination, call Tompkins County Department of Human Resources at 274-5526. If an application is disapproved, due notice will be sent. This department does not make formal acknowledgment of the receipt of an application or take responsibility for non-delivery or postal delay.

Applicants must answer every question on the application form and make sure that the application is complete in all respects. Incomplete applications will be disapproved.

**ACTIVE MILITARY PERSONNEL, VETERANS OR DISABLED VETERANS** desiring to claim additional credit will request the Veterans Credits application form, at any time between the date of application for examination(s) and the date of the establishment of the resulting eligible list. You must meet the requirements set by NYS for these credits and they may be used only once. **YOU MAY NOT CLAIM ADDITIONAL CREDITS AFTER THE ELIGIBLE LIST HAS BEEN ESTABLISHED. IT IS THE CANDIDATE'S RESPONSIBILITY TO REQUEST THE VETERANS CREDIT APPLICATION FORMS AND TO SUBMIT THESE FORMS AND ANY SUPPORTING PAPERWORK BEFORE THE ELIGIBLE LIST IS ESTABLISHED.**

Tompkins County's written examinations are prepared and rated by the New York State Department of Civil Service in accordance with Section 23-2 of Civil Service Law. The provisions of the New York State Civil Service Rules and Regulations, which deal with the rating and review of the examinations apply.

The duration of the eligible lists may be fixed for a minimum of one and a maximum of four years and may be extended beyond four years if there has been a restriction against the filling of vacancies in that title.

The candidates must complete a separate "Application for Employment" for each open-competitive and/or promotional examination that the candidate is eligible to take.

All experience required meeting the acceptable training and experience is full-time experience. (Part-time experience will be credited on a prorated basis).

Appointment from an eligible list must be made from the top three candidates willing to accept the appointment.

Tompkins County is an Equal Opportunity Employer. As part of its efforts to provide employment opportunities to the physically handicapped, Tompkins County Civil Service has adopted a rule permitting the employment of qualified physically handicapped persons without competitive examination (pursuant to Section 55 of Civil Service Law). If you meet the minimum qualifications for this position and wish to know more about this rule, please contact the Tompkins County Department of Human Resources Office.

Unless otherwise notified, candidates are permitted to use quiet, hand-held, and solar or battery powered calculators. Devices with Typewriter Keyboards, Spell Checkers, Personal Digital Assistants, Address Books, Language Translators, Dictionaries or any similar devices are prohibited. You may not bring books or other reference materials.

**CROSS-FILING - APPLYING FOR CIVIL SERVICE EXAMINATIONS IN MULTIPLE JURISDICTIONS WHEN EXAMINATIONS ARE SCHEDULED ON THE SAME DATE:** When applying for examinations across multiple jurisdictions - all of which are scheduled on the same day - you must submit a Tompkins County Cross-Filing Form. This form must be submitted no later than 4:30 PM on the final filing date of the examination. On this form, list each examination that you are taking and then tell us where you would like to sit. The purpose is to ensure that all of the test materials for the various examinations that you are taking will be available in one location. If you do not provide the cross-filing form to us by the final filing date, we cannot ensure that we can accommodate your desire to cross-file. If any of the examinations are State level examinations, you must sit at the State test center. You will still need to complete the Tompkins County cross-filing form. If sitting at the State site, the State will notify you of when and where to report for your examination(s) and you should bring all admittance letters to the State site. If you are not taking a State examination, bring all admittance letters to your chosen testing site. If you have any question please call Tompkins County Department of Human Resources Department (607) 274-5526. The Cross File form is located at <http://www.tompkins-co.org/personnel/CivilSrvForms/index.html>

**FOR RELIGIOUS ACCOMMODATION AND HANDICAPPED PERSONS:** If special arrangements for testing are required, please indicate this on your application.

**ALL CANDIDATES FOR EMPLOYMENT FOR POSITIONS IN SCHOOL DISTRICTS AND BOCES GOVERNED BY TOMPKINS COUNTY CIVIL SERVICE MAY HAVE THE FOLLOWING SPECIAL REQUIREMENT. PER CHAPTER 180 OF THE LAWS OF 2000, AND BY REGULATIONS OF THE COMMISSIONER OF EDUCATION, TO BE EMPLOYED IN A POSITION DESIGNATED BY A SCHOOL DISTRICT OR BOCES AS INVOLVING DIRECT CONTACT WITH STUDENTS, A CLEARANCE FOR EMPLOYMENT FROM THE STATE EDUCATION DEPARTMENT IS REQUIRED.**

In conformance with Section 85-a of the Civil Service Law, children of firefighters and police officers killed in the line of duties shall be entitled to receive an additional ten points in a competitive examination for original appointment in the same municipality in which his or her parent has served. If you are qualified to participate in this examination and are a child of firefighter or police officer killed in the line of duties in this municipality, please inform this office of this matter when you submit your application for examination. A candidate claiming such credit has a minimum of two months from the application deadline to provide the necessary documentation to verify additional credit eligibility. However, no credit may be added after the eligible list has been established.

**BACKGROUND INVESTIGATION:** Applicants may be required to undergo a State and national criminal history background investigation, which will include a fingerprint check, to determine suitability for appointment. Failure to meet the standards for the background investigation may result in disqualification.

TOMPKINS COUNTY PERSONNEL DEPARTMENT, 125 EAST COURT STREET, ITHACA, NY 14850