

# BUSINESS MANAGER

Approved: July 2016

FLSA: Exempt

Unit: AFSCME



<b>Definition</b>
Under direction, supervises and performs complex financial, budgetary, policy, and administrative analysis in support of the Public Works Department; manages departmental administrative and financial programs projects, and studies, including operating and capital improvement program (CIP) budget development and administration, financial forecasting, procurement, contracts administration, policy and procedure development, and administrative support management. Reviews programs and makes recommendations for improvement. Plans, organizes, oversees, coordinates, and reviews the work of assigned staff. Fosters cooperative working relationships among City departments and performs related work as required.
<b>Supervision received and exercised</b>
Receives direction from the Public Works Director. Exercises direct and general supervision over assigned administrative support staff.
<b>Class characteristics</b>
This is a single-position supervisory-level classification responsible for developing, implementing, and managing projects and programs in support of Public Works operations, programs, and projects. Incumbents research, analyze, develop, and implement solutions to a wide range of issues; participate in departmental planning discussions related to assigned areas of responsibility; and demonstrate independent judgment in selecting methods and techniques for obtaining solutions. Positions at this level receive only occasional instruction or assistance as new or unusual situations arise and are fully aware of the operating procedures and policies of assigned projects and programs. The work involves a high-level of problem-solving requiring analysis of unique issues or increasingly complex problems without precedent and/or structure and formulating, presenting, and implementing strategies and recommendations for resolution. Work assignments are typically given as broad, conceptual ideas and directives, and incumbents are accountable for overall results and responsible for developing guidelines, action plans, and methods to produce deliverables on time and within budget.
<b>Examples of typical job functions (illustrative only)</b>
Management reserves the right to add, modify, change, or rescind the work assignments of different positions and to make reasonable accommodations so that qualified employees can perform the essential functions of the job. <ul style="list-style-type: none"><li>• Plans, organizes, assigns, supervises, and reviews the work of assigned staff responsible for performing and/or assisting in a variety of administrative, financial, procurement, and contract administration duties; trains staff in work procedures; evaluates employee performance, counsels employees, and effectively recommends initial disciplinary action; assists in selection and promotion.</li><li>• Monitors activities of the work unit and prepares reports on assigned programs, projects, and activities; develops goals, objectives, policies, procedures, work standards, and administrative control systems.</li><li>• Determines and recommends staffing needs for assigned activities, programs, and projects; prepares detailed cost estimates with appropriate justifications, as required; maintains a variety of records and prepares reports of work performance.</li><li>• Prepares and develops, monitors, and administers the operating and CIP budgets for the Public Works Department; prepares preliminary budget estimates; performs financial forecasting and planning; recommends revenue and expenditure adjustments; prepares budget reports for review by management and the Director; submits annual master fee updates and recommendations.</li><li>• Administers and monitors approved budgets; reviews financial reports and checks availability of funds, costs and expenditures, and account balances; ensures accurate appropriation of funds; reviews and recommends mid-year budget adjustments and appropriation.</li><li>• Oversees department fiscal administration activities including accounts receivable and payable, payroll, purchasing, and contract administration; prepares, reviews, and approves invoices, check requisitions, and purchase orders; prepares expenditure summary reports and other financial reports as requested.</li><li>• Establishes and maintains internal control procedures and ensures that accounting standards are met.</li><li>• Assists in the development and reporting of grants and alternate funding sources; ensures compliance with federal, state, and funding agency and City accounting and reporting requirements and applicable laws, regulations, and professional accounting practices.</li><li>• Reviews and approves solicitation documents (e.g. Requests for Proposals, Requests for Quotes, and Construction Specifications) and contract/agreement administration; interprets, applies, and advises staff regarding City purchasing processes and policies.</li><li>• Coordinates the development of the CIP Plan by working with department management and budget staff; establishes timelines, tracks project requests, and reviews project descriptions and funding sources; participates</li></ul>

in prioritizing projects, setting schedules, and identifying alternative funding sources; calculates and analyzes fund balances to forecast future projects; assists in preparing staff reports; coordinates publishing of final documents.

- Conducts assessments of new and existing programs and special projects; researches and analyzes operational, fiscal, and technical data and impact to determine feasibility, resolve problems, and increase efficiency.
- Authors sections of administrative, management, operational, staff, and financial reports.
- Leads and participates in work groups and interdisciplinary committees and commissions to gather information for policy and decision making and to advance and represent the priorities and interests of the department.
- Serves as a liaison and represents the department to the public and various regulatory agencies, community groups, and other agencies; analyzes, interprets, and explains departmental and programmatic policies and procedures to various stakeholders.
- Attends and participates in professional group meetings; stays abreast of new trends, technologies, and innovations in area(s) of assignment; researches emerging products and enhancements and their applicability to departmental needs.
- Monitors changes in federal, state, and local regulations, analyzes impact, and recommends and implements policy and procedural changes after approval.
- Receives, investigates, and responds to difficult and sensitive problems and inquiries in a professional manner; identifies and reports findings and takes necessary corrective action.
- Performs other duties as assigned.

### Qualifications

#### Knowledge of

- Principles and practices of employee supervision, including work planning, assignment, review and evaluation, and the training of staff in work procedures.
- Theories, principles, and practices of public and business administration as applied to assigned operations, programs, and projects.
- Administrative principles and practices, including goal setting, program development, implementation, and evaluation, project management, budget development and administration, and contract administration.
- Quality assurance and quality control principles and practices of within areas of expertise.
- Organizational and management practices as applied to the analysis, evaluation, development, and implementation of programs, policies, and procedures.
- Principles and techniques of conducting analytical studies, evaluating alternatives, making sound recommendations, and preparing and presenting effective and technical reports.
- Recent and on-going developments, current literature, and sources of information related to assigned programs, projects, and services.
- Business mathematics and statistical techniques.
- Applicable federal, state, and local laws, regulatory codes, ordinances, and procedures relevant to assigned area of responsibility.
- Record keeping principles and procedures.
- Modern office practices, methods, and computer equipment and applications related to the work.
- English usage, grammar, spelling, vocabulary, and punctuation.
- Techniques for effectively representing the City in contacts with governmental agencies, community groups, and various business, professional, educational, regulatory, and legislative organizations.
- Techniques for providing a high level of customer service by effectively dealing with the public, vendors, contractors, and City staff.

#### Ability to

- Plan, organize, schedule, assign, train, review, and evaluate the work of staff.
- Develop goals, objectives, policies, procedures, and work standards for assigned programs, projects, and activities.
- Develop, implement, and manage large, complex, and multi-disciplinary programs and budgets in an independent and cooperative manner, evaluate alternatives, make sound recommendations, and prepare effective technical and administrative reports.
- Coordinate and oversee departmental administrative, budgeting, and fiscal reporting activities.
- Plan, organize, and carry out assignments from management staff with minimal direction.
- Analyze, interpret, summarize, and present administrative and technical information and data in an effective manner.
- Evaluate and develop improvements in operations, procedures, policies, or methods.

- Research, analyze, and evaluate new service delivery methods, procedures, and techniques.
- Prepare clear and concise reports, correspondence, policies, procedures, and other written materials.
- Interpret, apply, explain, and ensure compliance with applicable federal, state, and local policies, procedures, laws, and regulations.
- Organize and prioritize a variety of projects and multiple tasks in an effective and timely manner; organize own work, set priorities, and meet critical time deadlines.
- Effectively represent the department and the City in meetings with the media, governmental agencies, community groups, and various businesses, professional, and regulatory organizations, and in meetings with individuals.
- Establish and maintain a variety of filing, record keeping, and tracking systems.
- Operate modern office equipment including computer equipment and software programs.
- Use tact, initiative, prudence, and independent judgment within general policy and legal guidelines.
- Use English effectively to communicate in person, over the telephone, and in writing.
- Establish, maintain, and foster positive and effective working relationships with those contacted in the course of work.

### **Education and experience**

Any combination of training and experience that would provide the required knowledge, skills, and abilities is qualifying. A typical way to obtain the required qualifications would be:

- Equivalent to graduation from an accredited four-year college or university with major coursework in business or public administration or a related field.
- Five (5) years of increasingly responsible experience performing budget development, and/or administrative, operational, management, and/or financial analysis.

### **Licenses and certifications**

- Possession of, or ability to obtain, a valid California Driver's License by time of appointment may be required for certain assignments.

### **Physical demands**

Must possess mobility to work in a standard office setting and use standard office equipment, including a computer; to operate a motor vehicle and to visit various City and meeting sites (if required of the assignment); vision to read printed materials and a computer screen; and hearing and speech to communicate in person and over the telephone. This is primarily a sedentary office classification although standing and walking between work areas may be required. Finger dexterity is needed to access, enter, and retrieve data using a computer keyboard or calculator and to operate standard office equipment. Positions in this classification occasionally bend, stoop, kneel, reach, push, and pull drawers open and closed to retrieve and file information. Employees must possess the ability to lift, carry, push, and pull materials and objects up to 25 pounds.

### **Environmental elements**

Employees work in an office environment with moderate noise levels, controlled temperature conditions, and no direct exposure to hazardous physical substances. Employees may interact with upset staff and/or public and private representatives in interpreting and enforcing departmental policies and procedures.