State of Alabama
Personnel Department
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www.personnel.alabama.gov

Current Announcement

DEPARTMENTAL PERSONNEL MANAGER III - 10853

Salary: $74,479.20 - $113,479.20
Announcement Date: June 12, 2013
Application Deadline: July 3, 2013

JOB INFORMATION

The Departmental Personnel Manager III is a permanent full-time position used by various agencies. Positions are located in Montgomery, Alabama. This is professional management work of extensive scope and complexity within a state agency. Employees in this class are responsible for directing and coordinating the most complex and comprehensive departmental personnel management programs.

MINIMUM REQUIREMENTS

- Bachelor's degree from an accredited college or university with a major in Human Resource Management, Business Administration, Public Administration, Social Sciences, or a closely related field.
- Five (5) years of professional work experience in personnel administration, to include two (2) years of supervisory experience. Personnel administration work includes responsibility for some of the following functions: performance appraisal, compensation/payroll, employee benefits, classification, selection/hiring, training, and employment termination. Examples of acceptable supervisory experience include responsibility for conducting performance evaluations, hiring, termination, and disciplinary action.
- **For the promotional register**, applicants must have current permanent status as a Departmental Personnel Manager I, Departmental Personnel Manager II, or comparable classification.

EXAMINATION

- **Open-Competitive** to all applicants and **Promotional** to current state employees in the classifications listed above.
- An **Assessment Center** will comprise 95% of the applicant's final score for the promotional register, with the remaining 5% being based on the average of the applicant's service ratings for the last three years. Scores from the **Assessment Center** will comprise 100% of the final score for the open-competitive register.
- The Candidate Information Guide for this examination will be mailed to qualified applicants at a later date.

HOW TO APPLY

- Complete an Application for Examination Form available at ***www.personnel.alabama.gov***, the above address, or any Alabama Career Center Office.
- Apply by mail or by fax. Application must be received by close of business on the application deadline date shown above.

Individuals currently on the register MUST reapply to remain eligible for employment.
Veteran's credits are NOT allowed on promotional examinations.

THE STATE OF ALABAMA IS AN EQUAL OPPORTUNITY EMPLOYER

*Please refer to the back of this announcement for complete information on State Personnel's policy for accepting post-secondary and advanced degrees.

Except for pretest information provided by State Personnel to all applicants, you should not directly or indirectly obtain information about examinations. If you do, the State Personnel Director may do several things. One, you may not be given an examination. Two, you may be disqualified after an examination. Three, your name may be removed from a register. Or four, your name may not be certified from the register. (Rules of the State Personnel Board, Chapter 670-x-9). According to the Code of Alabama, 36-26-47, a willful violation of exam security is a misdemeanor. Any person who is convicted of this type of misdemeanor will not get a state job. If they are officers or employees of the state, they will be required to forfeit their office or position for five years.

If you know of anyone who has violated this policy, you should contact the Examination Manager at the State Personnel Department.

Applicants hired by the State of Alabama on or after January 1, 2012 will be subject to the E-Verify process pursuant to Act No. 2011-535.

State of Alabama Personnel Department Policy on Accepting College Coursework, Post-Secondary and Advanced Degrees

1. Specific college coursework required for a job, as well as Bachelor's, graduate, post graduate, and doctoral degrees will be accepted from the schools accredited by any of the six regional accreditation associations in the United States. These associations are listed below.

- Southern Association of Colleges and Schools (SACS)
- Middle States Association of Colleges and Schools (MSA)
- Northwest Commission on Colleges and Universities (NWCCU)
- North Central Association of Colleges and Schools – The Higher Learning Commission (NCA-HLC)
- New England Association of Schools and Colleges – Commission on Institutions of Higher Education (NEASC-CIHE)
- Western Association of Schools and Colleges – Accrediting Commission for Senior Colleges and Universities (WASC-ACSCU)

2. Coursework or degrees from schools that have not been accredited by a regional accreditation association will be accepted if a regionally accredited school considers the coursework or degree to be an acceptable prerequisite for admission to an advanced degree program. For example, if a regionally accredited school accepts an applicant's bachelor's degree for admittance into a graduate degree program, State Personnel will accept the degree. In the case of required college coursework (but no degree requirement), State Personnel will accept the college coursework if a regionally accredited school accepts the coursework towards a post-secondary degree (e.g., a bachelor's degree). ***This must be documented by a letter of acceptance from the regionally accredited school.*** State Personnel will review such requests on a case-by-case basis.

Note: This policy is subject to change. Certain state agencies may have additional requirements.