

State of Alabama  
Personnel Department  
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[www.personnel.alabama.gov](http://www.personnel.alabama.gov)

Continuous Announcement

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## HUMAN RESOURCES PROGRAM MANAGER – 50229 CHILDCARE SERVICES OPTION - 450

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Salary: \$45,501.60 - \$69,098.40  
Announcement Date: September 30, 2015

### **JOB INFORMATION**

The Human Resources Program Manager – Childcare Services option is a permanent full-time position with the Department of Human Resources. Positions are located throughout the state. This is responsible professional management work in directing, planning and reviewing the activities and operations of one or more county programs in larger or largest county departments.

### **MINIMUM REQUIREMENTS**

- For the **promotional** register, applicants must have current permanent status as a Human Resource Program Specialist or Human Resource Program Supervisor with the Department of Human Resources, in addition to the qualifications listed below
- Graduation from an accredited\* four year college or university with a Bachelor's degree in Child Development, Early Childhood Education, Home Economics with a specialization in Child Development or a closely related field
- Five years of increasingly responsible experience in teaching pre-elementary children, directing day care activities, or licensing day care facilities through a public welfare agency, to include one year of administrative or supervisory experience in a public welfare agency

**OR**

- Graduation from an accredited\* four year college or university with a Master's degree in Child Development, Early Childhood Education, Home Economics with a specialization in Child Development or a closely related field
- Four years of increasingly responsible experience in teaching pre-elementary children, directing day care activities, or licensing day care facilities through a public welfare agency, to include one year of administrative or supervisory experience in a public welfare agency.

### **ADDITIONAL REQUIREMENT**

- Applicants must possess a valid Alabama driver license at the time of appointment.

### **NOTE**

- Per Alabama Act Number 2000-775, beginning November 1, 2000, persons who apply for child welfare jobs will be subjected to a criminal background investigation prior to employment with the Department of Human Resources.

### **EXAMINATION**

- **Open-Competitive** to all applicants and **Promotional** to current state employees with permanent status as a Human Resource Program Specialist or Human Resource Program Supervisor with the Department of Human Resources.
- An **Evaluation of Training and Experience** as shown on the application 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 **Evaluation of Training and Experience** will comprise 100% of the final score for the open-competitive register.

### **HOW TO APPLY**

- Complete an Application for Examination Form available at [www.personnel.alabama.gov](http://www.personnel.alabama.gov), the above address, or any Alabama Career Center Office.
- Apply by mail or by fax. *Applications will be accepted until further notice.* The State Personnel Department is not responsible for late receipt of applications due to mail service or faxing malfunctions.

*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 listed below:
  - Southern Association of Colleges and Schools (SACS)
  - Middle States Commission on Higher Education (MSCHE))
  - Northwest Commission on Colleges and Universities (NWCCU)
  - Higher Learning Commission (HLC)
  - New England Association of Schools and Colleges – Commission on Institutions of Higher Education (NEASC-CIHE)
  - Western Association of Schools and Colleges –Senior College and University Commission (WASC-SCUC)
2. Coursework or degrees from schools that have not been accredited by one of the above listed regional accreditation associations may 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.

\*The term "regionally accredited school" refers to an institution of higher education accredited by one of the above listed accreditation associations.