



# Program Specialist III

Salary Group: B19

Class Code: 1572

CLASS TITLE	CLASS CODE	SALARY GROUP	SALARY RANGE
PROGRAM SPECIALIST I	1570	B17	\$39,976 - \$61,399
PROGRAM SPECIALIST II	1571	B18	\$42,521 - \$67,671
<b>PROGRAM SPECIALIST III</b>	<b>1572</b>	<b>B19</b>	<b>\$45,244 - \$72,408</b>
PROGRAM SPECIALIST IV	1573	B20	\$48,158 - \$77,477
PROGRAM SPECIALIST V	1574	B21	\$51,278 - \$82,901
PROGRAM SPECIALIST VI	1575	B23	\$58,184 - \$94,913
PROGRAM SPECIALIST VII	1576	B25	\$66,259 - \$108,666

## GENERAL DESCRIPTION

Performs complex (journey-level) consultative services and technical assistance work. Work involves planning, developing, and implementing an agency program and providing consultative services and technical assistance to program staff, government agencies, community organizations, or the general public. May provide guidance to others. Works under general supervision, with moderate latitude for the use of initiative and independent judgment.

## DISTINGUISHING CHARACTERISTICS

The Program Specialist job classification series should only be used if there is no occupationally specific job classification available within the State's Position Classification Plan that would be a good fit for the majority of work being performed. Employees in this series should not have supervisory responsibilities; however, senior levels may train, lead, assign, and/or prioritize the work of others, which may include serving in a team lead capacity. The Program Supervisor job classification series was designed to address employees performing work similar to the Program Specialist job classification series, but who have the additional responsibility of supervising employees working in an agency program or multiple programs.

## EXAMPLES OF WORK PERFORMED

Performs an array of technical, training, research, planning, policy, program assessment, and administrative activities related to program assignment.

Performs comprehensive reviews of literature, statutes, rules, and/or policies; and prepares administrative reports, studies, and specialized research projects.

Collaborates in the planning, development, implementation, analysis, and documentation of an agency program.

Collaborates with program staff in determining trends and resolving technical problems.

Serves as a liaison to staff, government agencies, community organizations, or the general public to explain and provide technical assistance on program specifics and requirements.

Conducts surveys and/or reviews to determine compliance with certification requirements, laws, regulations, policies, and procedures.

Markets program(s) to community and professional groups to encourage and/or improve interest in the program(s).

Monitors, reviews, and evaluates compliance with program policies and procedures, statutes, and rules for assigned program.

Studies and analyzes operations and problems, prepares reports of findings and recommendations, and prepares justifications for the implementation of procedural or policy changes.

Collects, organizes, analyzes, and/or prepares materials in response to requests for program information and reports.

Reviews and evaluates information on service delivery system methods, outputs, and activities to identify gaps in resources and recommend improvements.

Assists in analyzing legislation to develop recommendations for policy in programmatic areas relating to the implementation, improvement, and/or expansion or reduction of program funding.

Assists in preparing and evaluating program budget requests.

May recommend and coordinate activities to produce a more effective program.

May provide input on developing and/or revising policy and procedure manuals.

May provide guidance to others.

Performs related work as assigned.

## **GENERAL QUALIFICATION GUIDELINES**

### **EXPERIENCE AND EDUCATION**

Experience in a field related to the agency program. Graduation from an accredited four-year college or university with major course work in a field relevant to the assignment is generally preferred. Experience and education may be substituted for one another.

### **KNOWLEDGE, SKILLS, AND ABILITIES**

Knowledge of local, state, and federal laws related to the program area; public administration and management techniques; statistical analysis processes; budget processes; research

techniques; training and marketing techniques; and program management processes and techniques.

Skill in identifying measures or indicators of program performance and the use of a computer and applicable software.

Ability to gather, assemble, correlate, and analyze facts; to devise solutions to problems; to market programs; to prepare reports; to develop, evaluate, and interpret policies and procedures; to communicate effectively; and to provide guidance to others.

**REGISTRATION, CERTIFICATION, OR LICENSURE**

May require registration, certification, or licensure in a specialty area.