



# Program Supervisor IV

Salary Group: B20

Class Code: 1583

CLASS TITLE	CLASS CODE	SALARY GROUP	SALARY RANGE
PROGRAM SUPERVISOR I	1580	B17	\$39,976 - \$61,399
PROGRAM SUPERVISOR II	1581	B18	\$42,521 - \$67,671
PROGRAM SUPERVISOR III	1582	B19	\$45,244 - \$72,408
<b>PROGRAM SUPERVISOR IV</b>	<b>1583</b>	<b>B20</b>	<b>\$48,158 - \$77,477</b>
PROGRAM SUPERVISOR V	1584	B21	\$51,278 - \$82,901
PROGRAM SUPERVISOR VI	1586	B23	\$58,184 - \$94,913
PROGRAM SUPERVISOR VII	1588	B25	\$66,259 - \$108,666

## GENERAL DESCRIPTION

Performs complex (journey-level) administrative and supervisory program work. Work involves establishing program goals and objectives; developing program guidelines, procedures, and policies; developing schedules, priorities, and standards for achieving program goals; evaluating program activities; developing budget requests; and coordinating program activities. Supervises the work of others. Works under general supervision, with moderate latitude for the use of initiative and independent judgment.

## DISTINGUISHING CHARACTERISTICS

The Program Supervisor job classification series is intended for those employees who are typically considered first-line supervisors and assume responsibility for, and participate in, the work of an assigned agency program. Distinction within the levels depends on a variety of factors including 1) complexity of the program, 2) size and type of workforce supervised, 3) level of education and experience needed to perform the work, and/or 4) supervising the daily operations of more than one program.

## EXAMPLES OF WORK PERFORMED

Supervises the work of assigned program staff and provides training and technical assistance in the program area.

Prepares, reviews, and evaluates reports on the effectiveness of program activities.

Prepares and reviews program budget requests.

Prepares or oversees the preparation of training and operational manuals and educational and marketing materials.

Confers with staff on program issues and problems to identify and implement solutions.

Plans, implements, coordinates, monitors, and evaluates programs, which may include multiple programs.

Develops and recommends program guidelines, procedures, and policies; and monitors compliance with policies and procedures.

Coordinates and/or participates in the development of program goals and objectives.

Coordinates and/or conducts special investigations, program analyses, and research studies; and recommends improvements.

May prepare and conduct seminars and presentations about assigned program area(s) for citizens, clients, staff, management, or elected officials.

Assists in developing techniques for evaluating programs.

Performs related work as assigned.

## **GENERAL QUALIFICATION GUIDELINES**

### **EXPERIENCE AND EDUCATION**

Experience in the administration of a program relevant to the assignment. 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 and staff performance and the use of a computer and applicable software.

Ability to gather, assemble, correlate, and analyze facts; to establish goals and objectives; to devise solutions to administrative problems; to develop, evaluate, and interpret administrative policies and procedures; and to supervise the work of others.

### **REGISTRATION, CERTIFICATION, OR LICENSURE**

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