



# Human Rights Officer IV

Salary Group: B25  
Class Code: 5723

CLASS TITLE	CLASS CODE	SALARY GROUP	SALARY RANGE
HUMAN RIGHTS OFFICER I	5720	B19	\$45,244 - \$72,408
HUMAN RIGHTS OFFICER II	5721	B21	\$51,278 - \$82,901
HUMAN RIGHTS OFFICER III	5722	B23	\$58,184 - \$94,913
<b>HUMAN RIGHTS OFFICER IV</b>	<b>5723</b>	<b>B25</b>	<b>\$66,259 - \$108,666</b>

## GENERAL DESCRIPTION

Performs highly advanced (senior-level) human rights work. Work involves ensuring the legal and basic human rights of persons served are promoted and protected and investigating and resolving human rights-related complaints and issues presented by persons served and other interested parties. May supervise the work of others. Works under minimal supervision, with extensive latitude for the use of initiative and independent judgment.

## EXAMPLES OF WORK PERFORMED

Conducts observations and interviews with staff and persons to ensure compliance with regulations, state and federal laws, policies, and procedures that are related to the human rights of persons served.

Coordinates and chairs meetings to ensure due process for recommended human rights restrictions and modifications.

Investigates and resolves complaints related to human rights issues.

Provides quality assurance monitoring and documentation of human rights and restrictive practices through periodic attendance at meetings, chart reviews, and visitation to homes.

Provides input and makes recommendations for systemic improvements to decrease incidents of abuse, neglect, or exploitation.

Ensures that trend analyses of imposed human rights restrictions are reviewed and followed up on as needed.

Develops and provides training to staff, volunteers, and persons served.

May supervise the work of others.

Performs related work as assigned.

## **GENERAL QUALIFICATION GUIDELINES**

### **EXPERIENCE AND EDUCATION**

Experience in human rights, advocacy, human services, and/or case management work. Graduation from an accredited four-year college or university with major course work in social work, psychology, sociology, or related field is generally preferred. Experience and education may be substituted for one another.

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

Knowledge of legal and basic human rights and due process; applicable local, state, and federal laws and regulations; and departmental and agency policy and procedures.

Skill in the use of a computer and applicable software.

Ability to develop and evaluate administrative policies and procedure, to prepare concise reports, to plan and facilitate meetings, to communicate effectively, and to supervise the work of others.