

## ADMINISTRATIVE AIDE I

### NATURE OF WORK

This is responsible work organizing and supervising the work performed by subordinate clerical and accounting staff members.

Work involves planning, organizing, assigning and supervising the work performed by subordinate clerical and accounting staff; interviewing, hiring and evaluating subordinates; implementing staff training programs; preparing correspondence and reports; interpreting administrative policy as it applies to departmental operation; and participating in budget preparation and administration. The work may include limited clerical responsibilities with the majority of the work being performed with considerable independence. Assignments are received in the form of generalized instructions with work being reviewed in the form of reports submitted and results achieved. Supervision may be exercised over subordinate clerical and accounting staff.

### EXAMPLES OF WORK PERFORMED

Analyzes work methods of subordinate clerical and accounting staff and develops and implements improved work procedures.

Plans, organizes, supervises and assigns the work performed by clerical and accounting subordinates; coordinates work flow to and from subordinate staff; interviews, hires and evaluates subordinates.

Prepares correspondence and reports; maintains a large variety of complex clerical and accounting records; implements staff training programs.

Participates in departmental budget preparation and maintains fiscal records of budgetary expenditures.

Interprets administrative decisions and policies based upon explanation by superior.

Performs related work as required.

### DESIRABLE KNOWLEDGE, ABILITIES, AND SKILLS

Considerable knowledge of the principles, practices and procedures of office management.

Knowledge of organizational and administrative policies and procedures.

Knowledge of the basic principles of bookkeeping and financial record keeping procedures.

Ability to plan, organize, supervise and assign the work of clerical and accounting subordinates.

Ability to interpret rules, regulations and policies, and to make decisions in accordance with established precedent.

Ability to perform routine administrative detail independently, including the preparation of letters, reports and memoranda.

Ability to establish and maintain effective working relationships with municipal officials, other employees and the general public.

Ability to communicate effectively both orally and in writing.

#### MINIMUM QUALIFICATIONS

Graduation from high school or equivalent supplemented by coursework in business education, business management or related field plus two years of experience in a responsible supervisory capacity; or any equivalent combination of training and experience that provides the desired knowledge, abilities, and skills.

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