

Ohio University – Compensation 2014
Job Family: Environmental Safety and Police Services | Career Track: Management

Maintains a safe and secure University campus. Monitors and mitigates potential risks to the campus. Conducts daily patrols of campus. Responds to disturbances. Enforces University rules and local, state, and federal laws. Develops health and safety procedures to ensure the well-being of the University community and visitors. Develops and implements recycling and sustainability programs. Directs transportation and parking services. LEVEL PROGRESSION ASSUMES INCLUSION OF RESPONSIBILITIES AT LOWER LEVELS.

	Management I	Management II	Management III	Management IV	Management V
Accountabilities	<p>PEOPLE Oversees the work of a team or group performing similar activities.</p> <p>Has significant influence over staffing decisions.</p> <p>OPERATIONS Ensures employees are properly certified for their positions and are adequately trained in policies and procedures related to their job area.</p> <p>Performs activities similar to those of team.</p> <p>Ensures that team's day-to-day goals and objectives are met.</p> <p>BUDGET Tracks expenditures against budget.</p>	<p>PEOPLE Supervises and coordinates lower level staff work plans. Hires, trains, evaluates, and directs the work of employees.</p> <p>Manages a small number of employees who are performing similar tasks.</p> <p>Conducts training for employees and University staff.</p> <p>OPERATIONS Checks the work of staff members to ensure that it follows safety and security procedures.</p> <p>Responds to complaints and calls. Coordinates response of on-call team for requests related to environmental safety and campus security.</p> <p>Conducts police investigations. Writes and reviews incident reports. Enforces University rules and local, state, and federal laws.</p> <p>Oversees the activities of the area with broad authority to establish policies, set objectives, assign work, and make decisions related to area.</p> <p>Monitors the activities within the area against key department measures and goals.</p> <p>Develops and implements safety, security, transportation and parking plans within area and ensures that staff is properly equipped to execute plans.</p> <p>BUDGET Approves expenditures within assigned budget.</p>	<p>PEOPLE Manages, delegates, and prioritizes work plan of a unit that performs a diverse set of activities. Sets unit goals and objectives.</p> <p>OPERATIONS Advises areas within the Environmental Safety and Police Services function or department on proper procedures and requirements.</p> <p>Coordinates unit efforts to ensure that the University's facilities are secure and that proper actions are taken to protect the community from exposure to hazardous situations.</p> <p>Oversees the University's parking and transportation services and ensures they are fully equipped and operating within established standards.</p> <p>Sets operational objectives and goals related to key department metrics. Directs work to ensure that metrics are met.</p> <p>BUDGET Assists with the development of budgets or may develop budget for unit. Reviews and monitors budgets.</p>	<p>PEOPLE Determines and aligns strategic goals with University and functional strategies. Directs the development of department work plans. Manages staff; sets operational objectives.</p> <p>OPERATIONS Creates and directs operational strategy within Environmental Safety and Police Services function, department, or sub-function.</p> <p>Provides vision and leadership to department or sub-function.</p> <p>Develop internal policies and procedures that are aligned to functional best practice and University requirements.</p> <p>BUDGET Forecasts, develops, and manages (departmental) business plans and budget.</p>	<p>PEOPLE Oversees department work plans to align with overall University and functional strategy.</p> <p>Provides oversight of staff, which includes managers and directors.</p> <p>OPERATIONS Develops and drives University-wide environmental safety and police service strategies that align with the University's unique requirements.</p> <p>Oversees the management of the departments and sub-functions within Environmental Safety and Police Services. Makes recommendations on department strategies and the implementation of new initiatives.</p> <p>Identifies major areas of risk and advises leaders within the function on how best to achieve the functional strategy.</p> <p>BUDGET Develops, approves, and gains support for departmental business plans and budgets.</p> <p>Directs fiscal management of department.</p>

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Requirements	<p>Knowledge and expertise in concepts, principles, and practices of environmental health and safety or related field as well as management or leadership experience typically obtained through an Associate's degree in environmental health and safety or related field and 2 or more years of experience including lead and/or supervisory experience. An equivalent combination of education, training, and experience is acceptable in lieu of the minimum education requirements. Specific knowledge, certifications, and licensure will apply at the position level.</p>	<p>Knowledge and expertise in concepts, principles, and practices of environmental health and safety or related field as well as management or leadership experience typically obtained through a Bachelor's degree in environmental health and safety, business administration or related field and 3 or more years of experience including supervision. An equivalent combination of education, training, and experience is acceptable in lieu of the minimum education requirements. Specific knowledge, certifications, and licensure will apply at the position level.</p>	<p>Knowledge and expertise in theories, concepts, and practices of environmental health and safety or related field as well as management or leadership experience typically obtained through a Bachelor's degree in environmental health and safety, business administration or related field and 4 to 6 years of professional experience including significant management experience. An equivalent combination of education, training, and experience is acceptable in lieu of the minimum education requirements. Specific knowledge, certifications, and licensure will apply at the position level.</p>	<p>Seasoned knowledge and expertise in theories, concepts, and practices of environmental health and safety or related field as well as management or leadership experience typically obtained through a Bachelor's degree in environmental health and safety, business administration or related field and 6 to 8 years of professional experience including experience managing a team of professional employees. An equivalent combination of education, training, and experience is acceptable in lieu of the minimum education requirements. Specific knowledge, certifications, and licensure will apply at the position level.</p>	<p>Expert knowledge and expertise in theories, concepts, and practices of environmental health and safety or related field as well as management or leadership experience typically obtained through a Master's or postgraduate degree or equivalent in environmental health and safety, business administration or related field and more than 8 years of professional experience. This will include significant experience in managing financial and human resources as well as experience in developing, gaining support for, and executing short- and long-term strategic plans. An equivalent combination of education, training, and experience is acceptable in lieu of the minimum education requirements. Specific knowledge, certifications, and licensure will apply at the position level.</p>