



**SNOW
COLLEGE**

OPEN POSITION:

HR Employment Relations Specialist



About Our College

Snow College is a two-year public college. **In January of 2020 The Chronicle of Higher Education ranked Snow College #1 in the nation for student success of two-year colleges.** Located in the heart of Utah, at the foot of the Wasatch Mountains, Snow College is one of the oldest comprehensive two-year college in the Western United States.

The College was established in 1888 and excellence continues to be the hallmark of our work and activities. We are the preferred choice of approximately 6,000 students who want a small college experience filled with a variety of activities, events and performances, to go along with their outstanding academic opportunity.

Snow College offers programs and courses which are highly interactive and are designed to reach a broad spectrum of students: high school students desiring college courses, traditional on-campus students, technical education students, online students, and non-traditional students who wish to start or complete a degree. With campuses located in Ephraim, Richfield, and online, students are able to complete degrees in Associate of Arts, Science or Applied Science or have the option of numerous specialized, short-term technical training certificates and diplomas including a few programs with bachelor's degrees. Snow is committed to the success and positive experience of every one of these students.

Highlights

- Snow College won **2021 Best of State Awards** in the following areas: Higher Education Administrator, College/University Teacher, Educational Advisor, Curriculum Development, and the Best of State Statue award in Education.
- Small class sizes result in students receiving more personal attention and specialized assistance from dedicated professors and advisors.
- Low tuition, housing and fees make Snow College the most affordable and best valued college in Utah.

Mission

Snow College continues a tradition of excellence, encourages a culture of innovation, and cultivates an atmosphere of engagement to advance students in the achievement of their educational goals.

Roles of Snow College

Building upon a tradition and heritage of academic distinction and personalized attention, Snow College fills the following roles:

1. Snow College serves as one of the nation's finest two-year transfer institutions with a focus on liberal arts and sciences, and maintains cooperative relationships with distinguished colleges and universities.
2. Snow College enhances the economic development of Central Utah through partnering with business, industry, government, and community to provide high-demand professional, career, and applied technology education.
3. Snow College enriches the educational, cultural, and recreational life of Central Utah through community and continuing education opportunities, cultural and athletic events, and community outreach services.
4. Snow College is dedicated to helping individual students achieve their academic goals through a caring, personalized learning environment, providing comprehensive student success services, library and learning resources, and targeted supplemental and developmental education programs.
5. Snow College focuses on developing the whole student and encourages student involvement in a wide variety of co-curricular activities, service organizations, service learning opportunities, academic and special interest clubs, athletics, and student leadership opportunities.
6. Snow College welcomes all who will gain from or contribute to its educational and student-centered environment including individuals with diverse backgrounds and perspectives.
7. Snow College partners with higher education institutions which offer baccalaureate and graduate programs in select disciplines for the citizens of Central Utah.



The Job

Description:

Performs activities supporting the administration of Snow College employee relations programs, including those for professional and management positions. The ER Specialist will conduct duties in relation to performance management, training, compliance, conflict management, investigations, and grievance resolution for both represented and non-represented employees. The Employee Relations Specialist demonstrates good judgment in selecting methods and techniques for obtaining solutions.

Qualifications:

- Bachelor's degree in Human Resources Management, Business, Public Administration or a related field that has an emphasis in human resources plus two years full-time human resources experience (one year of education can be substituted for two years of related work experience) required.
- Ability to effectively address and resolve complex situations and demonstrated human relations and effective communication skills are also required.

Major Responsibilities/Duties:

Typical Duties

1. Assist with labor and employee relations matters that are diverse and complex in scope, requiring analysis of many factors and development of solutions in creative and effective ways that balance risk and business needs.
2. Manage employee relation cases through our case management system including accurate record keeping and outreach.
3. Conduct preliminary investigations into employee complaints, working closely with Director, and at times the Title IX Director.
4. Compile investigation findings and contribute to recommendations for resolution.
5. Ensure compliance with College personnel policies and procedures, and federal and state employment laws.
6. Work effectively with people from diverse cultures to provide employee relations support.
7. Review and respond to complex and sensitive complaints and information requests, including discrimination, harassment, retaliation, whistleblower, abusive conduct, and EEOC.
8. Work collaboratively with systemwide and campus stakeholder offices.
9. Serves as a resource to the College personnel in addressing human resources needs.
10. Conducts research and remains current in the area of specialization to improve human resources administration
11. Assist in drafting policies for review and approval, providing consultation, and performing analyses.
12. Serves on committees or teams to improve processes or service.

Knowledge, Skills, and Abilities

1. Knowledge of human resources principles, procedures, and requirements.
2. Knowledge of federal, state and laws, guidelines and procedures in employee relations.
3. Knowledge of industry best practices in employee relations.
4. Strong interpersonal and communication skills and the ability to work effectively with the College community, and empathize and build trust with employees.
5. Ability to work effectively as a member of a team.
6. Ability to use independent judgment and to manage and impart confidential information.
7. Ability to analyze and solve problems.
8. Ability to communicate effectively, both orally and in writing.

9. Ability to interpret, analyze, and advise on the application of laws related to specialized areas.
10. Ability to train other staff.
11. Ability to investigate and analyze information, draw conclusions, and write detailed reports.
12. Ability to develop and present educational programs and/or workshops.
13. Ability to make administrative and procedural decisions and judgments on sensitive and confidential issues.

Additional Information

Applications received by **11:59 PM on January 31, 2024** will be eligible for review by the hiring committee. Applications received after that date may not be reviewed by the hiring committee unless deemed appropriate by college administration.

Initial screening is based on the responses to the online submitted application, as well as your redacted resume, curriculum vitae (CV), cover letter and teaching philosophy statement. Transcripts or any other submitted material will not be considered during initial screening.

Snow College is an Equal Opportunity/Affirmative Action employer and educator. The college strongly encourages individuals from underrepresented groups, women, veterans, and those with disabilities to apply.

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The College was established in 1888; excellence continues to be the hallmark of all our work and activities. We are the preferred choice of approximately 6,000 students, with 600 students attending the Richfield campus, who want a small College experience filled with a variety of many different activities, events, and performances. With campuses located in Ephraim, Richfield, and online, students complete degrees in Associate of Arts, Science, or Applied Science with numerous specialized, short-term technical training certificates and diplomas including a few Bachelor's degrees. To learn more about Snow College, please visit our [website](#) or see our [job brochure \(Download PDF reader\)](#).

Snow College offers benefits including medical, dental, vision, life and disability insurance, retirement, and more.

Below is an estimate of the benefits you would receive according to the salary listed in the example:

Salary:	Total Benefits (based on a family plan, including retirement, life insurance, FICA, disability etc.):
\$55,345	\$33,689

To find out the most current information on benefits offered by Snow College to full-time employees, please visit our [benefit informational pages online](#).

Diversity & Inclusion

The Snow College administration, faculty, staff, and students, affirm our commitment to diversity and inclusion, and consider them essential elements of a vibrant learning community and integral to our institutional mission. We are determined to foster an environment of inclusion, diversity, openness, and respect for the many differences that will enrich the Snow College community, including race, ethnicity, religion, gender, age, socioeconomic status, national origin, language, sexual orientation, and disability.

Snow College:

- Encourages and welcomes respectful dialogue and exploration of diverse ideas, topics, perspectives, and issues to enrich our campus community.
- Promotes equitable access to all in academics, leadership opportunities, and employment.
- Enhances opportunities by encouraging all to share their cultural experiences and identities, allowing others to learn from this exchange.
- Invites applicants and employees from all backgrounds to foster respect, understanding, awareness, pluralism, and cooperation in an increasingly complex, diverse, global society.

Strategic Plan

This position is an important part of the College's [Strategic Plan](#).

Living & Working in Sanpete County

Sanpete County: Manti-La Sal National Forest, Maple Canyon, museums, plays and other productions at the Eccles Center for Performing Arts, and more on the [Sanpete County Website](#).



THANK YOU!

Thank you for your interest in Snow College!

Please apply at <https://www.schooljobs.com/careers/snowcollege>.

This position will remain open until filled, but applications received by 11:59 PM on January 31, 2023, will be eligible for review by the hiring committee. Applications received after that date may not be reviewed by the hiring committee unless deemed appropriate by college administrations.

If you have any questions regarding this position, please contact the HR Recruiting Specialist at jobs@snow.edu or hr@snow.edu.

