



**POSITION TITLE:** Coordinator of Staffing and Training (Home Care)

**DATE:** September 2020

**SALARY RANGE:** as set by Letter of Employment

**IMMEDIATE SUPERVISOR:** Manager of Home Care

**THIS IS A:** Exempt \_\_ Non-Exempt X

Hourly X Salaried \_\_

Full-Time X Part-Time \_\_

**GENERAL FUNCTION:** The Coordinator of Staffing and Training for the Home Care Department is responsible for recruiting and interviewing applicants, orientation/follow along of new staff and meeting training requirements for new/tenured staff.

**SUPERVISORY RESPONSIBILITY:** None.

**DUTIES AND RESPONSIBILITIES:**

- 1) Develop and implement a method to assess staffing needs (Direct Support Professionals and Nurses).
- 2) Coordinate recruitment of applicants and interviews with manager of Home Care following all guidelines.
- 3) Develop and implement a plan for orientation of staff.
- 4) Develop and implement a plan for follow-along and monitoring new staff (Incorporating tenured staff into the plan).
- 5) Reviewing and proposing updates on documentation, forms and reporting methods for staffing and training.
- 6) Develop a staff training plan to meet requirements and timely completion based on guidelines. Schedule and monitor training for new staff and maintain ongoing requirements for all staff. Training includes CPR.
- 7) Ensure full compliance with training requirements with no audit findings. Respond and resolve any findings and implement the corrective action plan.
- 8) Monitor changes/updates to guidelines and implement as needed.
- 9) Communicate the flow of recruiting, interviewing, hiring, training, and follow-along with home care administrative staff.
- 10) Report the staff's training hours for payroll to accounting based on guidelines.
- 11) Develop a plan for continued personal development and increased knowledge and skills.
- 12) Keep management aware of any issues of potential significant impact to the department or agency.
- 13) Other duties as assigned.

**KNOWLEDGE AND REQUIRED TRAINING:** The Coordinator of Training/Staffing requires a Bachelor's Degree with at least 1 year of experience in Home Care Services or related field. Excellent skills in organizational, communication and problem-solving. Technology knowledge requirements include desktop/laptop computer proficiency. Use of analytical software, Microsoft Office and Outlook software (internet and email).

**PERSONAL RELATIONSHIPS:** The person selected for this position must establish and maintain effective communication with staff and community partners. This person must have an empathetic understanding of client population and be able to relate to them in a positive and supportive fashion.

**PHYSICAL DEMANDS:** The physical demands described here are representative of those that must be met by an employee to successfully perform the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

**WORK ENVIRONMENT:** Work environment characteristics described here are representative of those that must be met by an employee to successfully perform the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

**DISCLAIMER:** The preceding job description has been designed to indicate the general nature and level of duties to be performed by employees with this classification. It is not designed to contain or be interpreted as a comprehensive inventory of all duties, responsibilities and qualifications required of employees assigned to this job.

Name (printed): \_\_\_\_\_

Name (signed): \_\_\_\_\_

Date: \_\_\_\_\_