



OPEN POSITION ANNOUNCEMENT!

Human Resources Analyst

Open until filled. Posted 2/3/2023

San Diego County – hybrid work schedule set by SDCP

About the role: The Human Resources Analyst role is designed to support organizational HR administration activities to include reporting and analysis, payroll function, benefits reconciliation, retirement administration, recruitment and applicant tracking and new hire onboarding. Examples include communications and support for HR training activities and meetings, interview scheduling and instruction to employees to complete required activities related to performance management and employee development. This position reports to the Director of People; and will also work with administrative team.

WHO IS SAN DIEGO COMMUNITY POWER?

San Diego Community Power is a community-driven, not-for-profit public agency providing cleaner energy to the San Diego region. Formed in 2019, Community Power is the second largest Community Choice Aggregator (CCA) in California, serving nearly 1 million customer accounts across its member agencies: the Cities of San Diego, Chula Vista, Encinitas, Imperial Beach, La Mesa and National City, as well as the unincorporated areas of San Diego County.

OUR HISTORY

San Diego Community Power was formed in 2019 as a public, not-for-profit community choice aggregator (CCA) in the San Diego region. We began electric service in 2021 and serve five member agencies: San Diego, Chula Vista, Encinitas, La Mesa and Imperial Beach, County of San Diego, and National City. SDCP was formed to bring local control and customer choice to San Diego while also providing clean and renewable energy at competitive rates. By the end of 2023, SDCP will provide electricity for nearly half the electric load in San Diego Gas and Electric's service territory and will be the second largest CCA in California. For more information, please visit SDCommunityPower.org.

COMMITMENT TO DIVERSITY

At SDCP, we value diversity and are committed to creating an inclusive environment for all employees. We represent a diverse customer base and hope to hire employees that reflect our communities. We provide equal employment opportunities to all applicants for employment and prohibit discrimination and harassment of any type without regard to race, color, religion, age, sex, national origin, disability status genetics, protected veteran status, sexual orientation, gender identity or expression, or any other characteristic protected by federal, state, or local laws.

ESSENTIAL DUTIES AND PRIMARY RESPONSIBILITIES

- Administers multi-state payroll on a semi-monthly basis using a payroll/HRIS system.
- Manages benefits program and vendor relationships. Assists employees with questions, issues, and enrollment.
- Contributes to ongoing recruiting efforts as needed.

- Maintains database of employee records as well as all active and inactive applications. • Conducts initial screening interviews and contacts references to verify background.
- Conducts all new-hire orientations.
- Assists with the development of new-hire training material.
- Assist administrative team with event planning, employee wellness events and committee management.
- Mitigates employee relation issues while adhering to company, state and federal laws and regulations.
- Maintains complete confidentiality of all HR-related information.
- Continually works with department to develop reporting function, streamline the hiring process, and improve internal policies.
- Assists in developing summaries and recommendations based on findings.
- Frequently interact and collaborate with other internal teams, data analysts, and other SDCP stakeholders to understand and optimize how data can be leveraged to meet business needs.
- Support recruitment portions of website including job postings.
- Excellent time management skills, reporting and data analysis as well as the ability to effectively work independently, or in teams on multiple tasks or projects.
- Assist in public events (in-person or virtual) to educate the general public about SDCP's mission and community benefit
- Other duties as may be assigned.

KNOWLEDGE, SKILL AND ABILITIES

- Associates or bachelor's degree in an applicable area (e.g., business, human resources etc.)
- Public agency, non-profit organization, human resources, or office management administrative experience role with demonstrated customer service skills and understanding of principles involving confidentiality, tact, and accountability.
- General office administrative responsibilities including organizing, filing, customer response, IT tools requests and troubleshooting and reconciliation/accounting.
- Working knowledge of Paychex or similar payroll management system. Will access on a monthly basis benefit insurance portal to enter data and view invoices.
- Ability to identify HR administration process improvement opportunities and suggest new tools or processes. Must be attentive to details and organized.
- Ability to flex, multi-task, and address different duties and priorities as needed.
- Professional communications skills, in writing and verbally, as this role works in collaboration with staff and external SDCP contacts.
- Proven knowledge of and skill in using various computer software and database systems (e.g., Microsoft Word, Excel, PowerPoint, Outlook, MS Teams etc.).
- Proven ability to create and manipulate spreadsheets for tracking and reporting purposes. Comfort using virtual meeting systems.
- Ability to communicate and collaborate effectively with a variety of individuals representing diverse cultures, backgrounds, and languages to meet diverse teams, communities. and consultants.
- Public speaking and ability to communicate clearly, and persuasively, orally and in writing
- Tact, diplomacy, and discretion in dealing with sensitive and complex issues
- Familiarity with local political, social, and economic landscape as well as San Diego regional stakeholders desired.
- Ability to travel to meetings, and community events locally in San Diego and environs to meet stakeholders. Must have access to reliable transportation, and if driving an automobile, a good driving record. SDCP to reimburse mileage expense at the IRS mileage rate.

QUALIFICATIONS, EDUCATION AND EXPERIENCE

Any combination of education and experience that would provide the knowledge and abilities listed:

Demonstrated customer facing or office administration skills and understanding of principles involving confidentiality, tact, and accountability. A typical way to obtain the required qualifications would be: A two-year degree or higher from an accredited college or university in communications, environmental planning or

a related field AND minimum two years of experience in a Human Resources function or Accounting/Payroll function, community outreach, public relations and/or events management. Experience working in a public utility and/or a CCA program is desirable.

WORK ENVIROMENT & CONDITIONS

Prolonged periods sitting at a desk and working on a computer. The position requires occasional carrying, lifting and/or moving objects up to 25 pounds. Occasional local travel required and reliable transportation to be able to attend SDCP events, meetings, and workshops as needed is expected.

At SDCP we work in the communities we serve and in the office. SDCP works to ensure a safe and healthy workplace for employees and in our communities. SDCP requires employees to be fully vaccinated for COVID-19.

SDCP is an agency required to adopt and promulgate a Conflict-of-Interest Code (“COI”). The COI code requires employees in designated positions, including those identified under the interim disclosure process to file a Statement of Economic Interests (Form 700) on an annual basis. A Successful candidate accepting this position may be required to file Conflict of Interest forms subject to the regulations of the Fair Political Practices Commission.

This job description may not be inclusive of all assigned duties, responsibilities, or aspects of the job described, and may be amended at the discretion of SDCP as needed

Compensation:

Salary Range: The position salary range is: \$82,200 to \$106,800; with exact compensation to be determined by SDCP, depending upon experience.

Benefits: Standard benefits package including but not limited to:

Insurance: SDCP offers group health benefits, including medical, vision, and dental insurance, for eligible FT employees. SDCP pays 100% of health group benefits, including medical, vision, and dental insurance premiums for employees and dependents. Also provided is a \$100,000 Life & AD&D policy, STD and LTD coverage that is 100% paid by SDCP.

Retirement: SDCP offers a 457(b) plan for employee contributions and contributes 10% of eligible compensation to the employee's Money Purchase Plan.

Paid Time Off: 11 holidays per year + paid winter holiday (*between 12/24-12/31*), 160 hours of accrued paid time off per year (*increases with time in service*), and 96 hours per year of accrued paid sick leave.

SAN DIEGO COMMUNITY POWER IS AN EQUAL EMPLOYMENT OPPORTUNITY (EEO) AND AMERICAN DISABILITES ACT (ADA) EMPLOYER

How To Apply

Applicants must submit their resume, cover letter, and references using the "Apply today" functionality on our Career Opportunities webpage at:

SDCommunityPower.org/about/career-opportunities