

Roanoke Higher Education Center

Position Description

Job Title: **Executive Assistant**
Date: May 10, 2021
FLSA Status: Non-Exempt
Department: Administration
Reports To: Executive Director

SUMMARY

This position provides administrative support to the Executive Director and the Executive Team of the Roanoke Higher Education Authority (RHEA). The incumbent will perform routine to complex administrative and technical work including: serving as the Secretary to the governing board of the RHEA; performing human resources administrative duties concerning employee benefits, hiring process and related records; entering information to several databases that require data collection and report generation using spreadsheets and database management software for the strategic plan and the employee leave system. Additionally, the Executive Assistant must be detail-oriented and proficient with computer applications such as the Microsoft Office Suite and have the ability to research issues, locate information, and formulate and execute an action plan. The ideal individual will have the ability to exercise good judgment in a variety of situations, with strong written and spoken communication, administrative and organization skills, handle confidential matters with discretion and maintain a realistic balance among multiple priorities. The Executive Assistant works under general supervision, but must have the ability to work independently on projects from conception to completion exercising discretion and independent judgment.

ESSENTIAL DUTIES AND RESPONSIBILITIES include the following:

Administration Support

- Completes a broad variety of administrative tasks for the Executive Director and the Executive team including: maintaining calendars and appointments, making travel arrangements, scheduling meetings and handling related activities and meeting logistics that include, but are not limited to the agenda, room/space reservations, refreshments, room setup/clean up, meeting notices, arrangements for AV equipment, and correspondence and coordination with internal and external clients and visitors.
- Provides clerical support for weekly Executive Team meetings and distributes meeting summaries based upon direction from the Executive Director.
- Prepares materials for monthly RHEC Member meetings and distributes meeting materials one week prior to each monthly meeting.
- Acts as eVA Security Officer for the Authority.
- Serves as backup to RHEC Foundation administrative assistant.

- Prepares, types, formats and proofreads a wide variety of correspondence, meeting minutes, reports, and presentations.
- Maintains the organization's policies and procedures, keeps current documents available, and posting to RHEA's website as necessary.
- Provides office support including ordering and delivery of office supplies and maintaining the supply closet. Conducts research to ensure best price is obtained on office supplies.
- Acts as custodian of a petty cash fund that includes maintaining accountability and safeguarding of funds.
- Provides backup support in the absence of the front desk receptionist.
- Operates and maintains general office equipment that includes copier, fax machine and postage machine. Ensures machines are appropriately stocked with paper, ink, etc. and makes service calls as needed.
- Assists with special events.
- Develops and distributes weekly memos to RHEC staff.
- Makes purchases as directed through the use of a company credit card ensuring compliance with governing guidelines and properly codes invoices for processing.

Human Resources

- Maintains human resources policies and procedures keeping the Employee Handbook current.
- Performs HR functions related to record keeping, benefits administration, staff recruitment, and staff development.
- Responsible for onboarding of new employees (i.e. setting up personnel file, enrolling in VNAV, Unum, TLC, etc.)
- Downloads HuRMAN reports.
- Updates insurance information and communicates benefit changes to employees for Open Enrollment.
- Maintains leave records database and personnel files.
- Updates HR systems of changes (salary, addresses, etc.).
- Initiates and receives background check for potential new hires, Handles employee questions and concerns seeking advice from internal and external sources.
- Assists with recruitment efforts including job postings and all search efforts.
- Notifies retirees of changes to cost of health insurance.
- Downloads, verifies, and approves disability and life insurance invoices.
- Processes salary changes.

Governing Board Support

- Serves as Secretary to the Roanoke Higher Education Authority Board of Trustees.
- Prepares, formats, and proofreads committee and Board agendas, reports, attachments, charts, and other documentation.
- Makes arrangements for meetings that include, but are not limited to advance meeting notices followed by periodic reminders that may include telephone calls to maximize attendees and to ensure that a quorum is present.
- Maintains and disseminates a current listing and contact information for all Board and related committees.

- Initiates the Oath of Office paperwork for new Board members.
- Sends notifications from Virginia Ethics Council regarding Board member's Financial Disclosure Statements.
- Keeps a record of board member terms alerting the Executive Director to upcoming vacancies so the new member appointment process can be initiated.
- Maintains attendee records and minutes for all meetings.
- Maintains a copy of By-laws and other official board documents.
- Coordinates and ensures annual board member's Conflict of Interest forms are obtained and filed as necessary.

Other duties may be assigned.

SUPERVISORY RESPONSIBILITIES

This position does not have any supervisory responsibilities.

WORK HOURS

Monday through Friday with occasional night and weekend hours as necessitated by activities and workload.

EMPLOYMENT CONDITION

Must have an acceptable criminal background check.

JOB KNOWLEDGE, SKILLS AND ABILITIES

To perform this job successfully, an individual must be able to perform each essential duty satisfactorily. The requirements listed below are representative of the knowledge, skills, and abilities required. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

Minimum Qualifications

- Demonstrated comprehensive computer software knowledge in MS Office Suite (Outlook Word, Excel and PowerPoint.) and willingness to learn other software applications as required.
- Experience with databases that require data collection and report generation using spreadsheets and database management software.
- Strong organizational skills that reflect ability to perform and prioritize multiple tasks with excellent attention to details.
- Excellent analytical skills as it relates to data analysis and problem solving.
- Strong proofreading skills.
- Excellent interpersonal and customer service skills.
- The ability to work as a "team player" with all RHEA staff to meet the expectations of RHEC students, members, and the community.

- The ability to exercise good judgment in a variety of situations, with strong written and spoken communication, administrative and organization skills, and ability to handle confidential matters with discretion.
- Works under general supervision, but must have the ability to work independently on projects from conception to completion.
- Maintains a safe and secure work environment through knowledge and application of building security, safety rules, and procedures.
- Works effectively with all co-workers, students, members, and other customers by showing respect for individual diversity.

EDUCATION AND/ OR EXPERIENCE

- Associate Degree or equivalent work experience.
- Proficiency with Microsoft Office Suite.
- Three years previous work experience as an administrative assistant or equivalent work in an office setting.

SPECIAL REQUIREMENTS

Must be willing to serve as a Notary Public.

LANGUAGE SKILLS

Ability to read and interpret documents such as safety rules, operating and maintenance instructions, and procedure manuals. Ability to write routine reports and correspondence. Ability to speak effectively before a variety of stakeholders to include staff from the Governor's office, Board members, donors, and community leaders.

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.

While performing the duties of this job, the employee is regularly required to reach with hands and arms. The employee frequently is required to sit; use hands to finger, handle, or feel; talk, and hear. The employee is occasionally required to stand, walk, stoop, kneel, crouch, or crawl. The employee must occasionally lift and / or move up to 50 pounds. Specific vision abilities required for this job include close vision, distance vision, color vision, peripheral vision, depth perception, and ability to adjust focus.

WORK ENVIRONMENT

The work environment characteristics described here are representative of those an employee encounters while performing the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

While performing the duties of this job, the employee is often exposed to moving mechanical parts. The noise level in the work environment is usually moderate.