

MANAGER

DEFINITION

Under policy direction, manages a program or unit of the Judicial Council; performs related work as assigned.

CLASS CHARACTERISTICS

This is the first level in the Managerial series. Incumbents are responsible for managing personnel and programs within organizational and policy confines while ensuring accomplishment of organizational goals and objectives. This class is distinguished from Senior Manager in that the latter manages personnel and programs in complex, specialized, or sensitive functional areas or serves as second in command to a Bureau Director.

EXAMPLES OF DUTIES (*illustrative only*)

- Develops and implements goals, objectives, policies, procedures, and work standards for the unit or program.
- Plans, organizes, administers, reviews, and evaluates the work of staff, often through subordinate supervisors.
- Creates performance and development plans for employees, conducts periodic discussions about progress on performance and development plans, and prepares written performance reviews and discusses same with assigned staff.
- Oversees or provides for the selection, training, professional development, and discipline of staff.
- Plans, manages, reviews, and evaluates programs related to the functional area to which assigned, such as legislative advocacy; budget administration; human resources and management; qualitative and quantitative research and analysis; and trial court policies and procedures.
- Develops, administers, and monitors budgets of an assigned program or unit.
- Negotiates program policy and service agreements with state courts and other government entities.
- Works with committees in developing Judicial Council policies, priorities, goals, and objectives and assists in their implementation as necessary.

- Represents the judiciary to internal and external customers, including the other branches of government, on issues pertaining to the unit's or program's functional areas.

WORKING CONDITIONS

- Attend meetings outside of normal working hours.
- Work occasional evening and weekend hours.
- May be required to travel statewide as necessary.

QUALIFICATIONS

Knowledge of:

- Management principles and practices, including goal setting; employee development; program development, implementation, and evaluation; and the supervision of employees.
- Principles and practices of budget development and administration.
- Principles and practices relating to the functional area to which assigned, such as legislative analysis and advocacy; budget administration; human resources and management; qualitative and quantitative research and analysis; or trial court policies and procedures.
- The California judicial system and court operations and procedures.
- Problem-solving and conflict resolution methods and techniques.
- The operation of personal computers and the use of specified computer applications, such as word processing and spreadsheets.
- Principles and techniques of preparing effective oral presentations.
- Principles and techniques of preparing a variety of effective written materials.

Ability to:

- Develop and implement goals, objectives, policies, procedures, and work standards.
- Manage programs and staff often through subordinate supervision.
- Translate unit goals, objectives, and policies into day-to-day operations.
- Develop effective work teams and motivate individuals to meet goals and objectives and provide services in the most effective and efficient manner.
- Develop and administer the budget of the assigned area.
- Use initiative and independent judgment within general policy guidelines.
- Effectively negotiate program and policy service agreements with outside entities.
- Knowledgeably and effectively represent the judiciary on issues pertaining to the program's or unit's functional areas.
- Apply problem-solving and conflict resolution methods and techniques.
- Work effectively with internal and external committees.
- Operate personal computers and use specified computer applications, such as word processing and spreadsheets.
- Communicate effectively in English, orally and in writing.
- Establish and maintain effective working relationships with those contacted in the course of the work.

- Use tact and discretion in dealing with those contacted in the course of the work.

Licenses and Certificates:

Specific licenses may be required depending on particular area of expertise. Attorney positions require admission to the State Bar of California.

Education and Experience:

Equivalent to possession of a bachelor's degree and six years of experience in the relevant field, including a minimum of two years of increasingly responsible management experience.

OR

Two years as a Supervising Analyst, Supervising Attorney, or other supervisory-level professional class; or three years as a Senior Analyst, Senior Attorney, or other senior-level professional class with the judicial branch.