



An Equal Opportunity/Affirmative Action Employer

Announcement of Intention to Fill Multiple Job Vacancies

Human Resources Specialist 1, SG-18

(Position may be filled at the Trainee Level)

Location: One Commerce Plaza, Albany

Business Unit: Human Resources Management

Negotiating Unit: Management Confidential (MC)

Please note that a change in negotiating unit may affect your salary, insurance and other benefits.

Salary: SG-13 \$51,920 (Trainee 1 Level)
SG-14 \$55,005 (Trainee 2 Level)
SG-18 \$65,164 - \$80,860 (Journey Level)

Appointment Status: Permanent or Contingent Permanent

The New York State Department of Financial Services seeks to build an equitable, transparent, and resilient financial system that benefits individuals and supports business. Through engagement, data-driven regulation and policy, and operational excellence, the Department and its employees are responsible for empowering consumers and protecting them from financial harm; ensuring the health of the entities we regulate; driving economic growth in New York through responsible innovation; and preserving the stability of the global financial system.

The Department of Financial Services is seeking candidates for the position of Human Resources Specialist 1, SG-18 in Human Resources Management. Duties include, but are not limited to, the following:

- Participates in proactive organizational planning and conducts all aspects of statewide recruitment in compliance with Civil Service Law, Affirmative Action statutes, Americans with Disabilities Act, and Department policies and guidelines;
- Develops job duties, waiver requests, posting of job vacancy notices, and canvasses eligible lists and arranges for appropriate program supervisory participation in employment interviews;
- Researches and develops agency classification and staffing requests for submission to the Department of Civil Service;
- Reviews the status of eligible lists, examination schedules, and existing and anticipated staff requirements to identify critical examination considerations; confers with agency program managers and Department of Civil Service representatives on possible actions, such as recruitment or accelerated examinations, to resolve critical needs;
- May assist in rating and reviewing candidate applications/examinations for decentralized examinations;
- May assist in examination planning and development;
- Assists in the development of HR procedures;
- Assists the Human Resources Director with projects related to advancing the agenda for DFS, as assigned; and
- Other duties as assigned.

Preferred Qualifications

- Strong technical and organizational skills are a must.
- Ability to work independently and be resourceful in utilizing tools and information.
- Organizational and multi-tasking skills, with attention to detail, in addition to interpersonal and communication skills.
- High degree of professionalism, confidentiality, strong work ethic and customer service focus.
- Knowledge of HR systems, such as NYSTEP, HRIS, ELMS and the Microsoft Suite, including Excel, Word, and Outlook is preferred.

Appointment method:

Minimum Qualifications:

Trainee 1- A bachelor's or higher degree. **Trainee 2-** A bachelor's degree and one year of professional human resources experience **OR** a Juris Doctor, master's or higher degree in a related field. **Journey Level-** A bachelor's or higher degree **AND** two years of professional human resources experience **OR** a Juris Doctor, master's or higher degree in a related field **AND** one year of professional human resources experience.

NY HELPS: This title is part of the New York Hiring for Emergency Limited Placement Statewide Program (NY HELPS). For the duration of the NY HELPS Program, this title maybe filled via a non-competitive appointment, which means no examination is required but all candidates must meet the minimum qualifications of the title for which they apply (see minimum qualifications above). At this time, agencies may recruit and hire employees by making temporary appointments. If a temporary NY HELPS employee is satisfactorily performing in the position, the appointment will be changed from temporary pending Civil Service Commission Action to permanent non-competitive and the official probationary period will begin. At a future date (within one year of permanent appointment), it is expected employees hired under NY HELPS will have their non-competitive employment status converted to competitive status, without having to compete in an examination. Employees will then be afforded with all of the same rights and privileges of competitive class employees of New York State. While serving permanently in a NY HELPS title, employees may take part in any promotion examination for which they are qualified.

55 b/c Appointment: Candidates must meet the eligibility requirements of the Governor's Program to Hire Individuals and Veterans with Disabilities as described in Civil Service Law § 55b/c. Information about this program can be found here: <https://www.cs.ny.gov/rp55/>

List Appointment: Candidates must be reachable on the Civil Service eligible list for Professional Career Opportunities 26-872, Public Administration Traineeship Transition Program 00-500, or PCO-Select Title 50-002.

Transfer: Candidates must have one year of permanent competitive service in a title eligible for transfer via Sections 70.1 or 52.6 of the Civil Service Law. Information regarding transfer eligibility may be available on the Civil Service Career Mobility Office website at <http://careermobilityoffice.cs.ny.gov/cmof/>.

Please Note that under Civil Service Law, an employee cannot have two consecutive upward 70.1 or 52.6 transfers without an intervening eligible list appointment if such transfers would exceed two salary grades.

To Apply: Interested qualified candidates must submit a resume and letter of interest **no later than September 10, 2024** to the email address listed below. Please include the Box # (**Box HRS1**) in the subject line of your email to ensure receipt of your application. **Email submissions are preferred.**

Kaitlyn Covert
Box HRS1
New York State Department of Financial Services
Office of Human Resources Management
One Commerce Plaza, Suite 301
Albany, NY 12257
Email: Kaitlyn.Covert@dfs.ny.gov
Fax: (518) 402-5071

All candidates that apply may not be scheduled for an interview.

Public Service Loan Forgiveness

Employment with New York State qualifies an individual for Public Service Loan Forgiveness (PSLF). This program forgives the remaining balance on any Direct Student Loans after you have made 120 qualifying monthly payments while working full-time for a U.S. federal, state, local, or tribal government or not-for-profit organization. To learn more about the program and whether you would qualify, please visit: <https://studentaid.gov/manage-loans/forgiveness-cancellation/public-service>

AMERICANS WITH DISABILITIES ACT: REASONABLE ACCOMMODATIONS

Under the Americans with Disabilities Act (ADA), the Department of Financial Services is required to provide reasonable accommodation for known physical or mental limitations of an otherwise qualified applicant with a disability if an accommodation would enable the applicant to perform the essential functions of the job. If the accommodation would constitute an undue hardship on the operations of the agency, the agency is not required to provide it.

All people with disabilities are encouraged to apply to all jobs for which they meet the minimum qualifications.

Pursuant to Executive Order 161, no State entity, as defined by the Executive Order, is permitted to ask, or mandate, in any form, that an applicant for employment provide his or her current compensation, or any prior compensation history, until such time as the applicant is extended a conditional offer of employment with compensation. If such information has been requested from you before such time, please contact the Office of Employee Relations at (518) 473-3130 or via email at response@oer.ny.gov.