

The City of Lawrence is seeking a full-time Human Resources Management Analyst specializing in Succession Planning, Employee Performance Management and Compensation Programs. This position will perform a variety of technical and analytical duties involved in the development and implementation of a City-wide succession planning program as well as spearhead other organizational development programs. This position will administer the City's compensation program with duties to include job analysis (classification, pay grade, and job description reviews), management of the pay plans, merit pool calculations and distribution, development and maintenance of the City's compensation policies and procedures as well as oversee performance management systems.

**QUALIFICATIONS:** Equivalent to a Bachelor's degree from an accredited college or university, with major course work in Human Resources Management, Industrial-Organizational Psychology, Business or Public Administration, or a closely related field. Master's degree in an HR-related field; SPHR, SHRM-SR preferred. The ideal candidate will have at least 2 years of increasingly responsible experience working in the area of HR/compensation, have excellent MS Excel skills. The successful candidate must possess a valid driver's license and pass the background check, post-offer City physical and drug screen.

**COMPENSATION and BENEFITS:** The starting salary range for this position is \$54,596 - \$79,165 annually (Starting salary between entry—and mid-point of pay range, DOQ) Benefits include: Health/Dental/Vision/Life Insurance-Various dependent on coverage levels available; FREE Well Care Clinic through LMH; free/discounted gym memberships, other wellness benefits/perks. Paid Time Off: 12 Vacation days, 12 Sick days accrued per year; 2 days Personal Leave, 9 Paid Holidays. Retirement: Kansas Public Employees Retirement System (KPERS)

**To Apply:**

MUST submit Online application by

**Monday, January 21st, 2019** [www.lawrenceks.org/jobs](http://www.lawrenceks.org/jobs).

The City of Lawrence, Kansas is an equal opportunity employer.