



COUNTY OF HIDALGO

Department of Human Resources

Job Title: **COMPLIANCE ANALYST III**
Grade: 11

The County of Hidalgo Department of Human Resources reserves the right to select candidates considered to be the most highly qualified based on education and experience. The hiring department will interview and select the candidates provided by the Department of Human Resources.

GENERAL DESCRIPTION

Performs highly advanced analytical and compliance work. Gather, review, analyze, and update inventory information related to land, buildings, roadways, and other structures such as parks and landfills. Work under moderate supervision, with considerable latitude for use of initiative and independent judgment.

EXAMPLES OF WORK PERFORMED

Performs moderately-complex-to-complex compliance analysis that is primarily to determine compliance with laws, rules, and regulations.

Compiles, reviews, and analyzes data to verify documentation.

Obtain and analyze raw data and select qualified improvements in compliance with GASB Statement #34.

Submittal of required annual reports to the County Auditor's Office in compliance with GASB Statement #34.

Monitor the agenda for any pertinent court actions that relate to Compliance & Reporting Division.

Maintain various inventory lists that relate to reports required by the Auditor's Office.

Prepares and presents written and/or oral reports regarding compliance issues for management and other staff.

Assists and conducts trainings for internal and external personnel regarding Compliance and Reporting duties.

May assist other staff members and performs other related work as assigned.

EXPERIENCE AND EDUCATION

Graduation from an accredited four (4) year college or university with major coursework in business administration, accounting, finance, public administration, computer science, statistical analysis, mathematics or research methodology

Five (5) years of experience in accounting, research, compliance analysis or monitoring, legal analysis, auditing work, inventory control, or related field.

Two (2) years of related experience may be substituted for one (1) year of education

CERTIFICATES, LICENSES AND REGISTRATION

Must have a current valid Texas motor vehicle operator's license

Must be able to be insured by the County's insurance carrier

KNOWLEDGE, SKILLS AND ABILITIES

Knowledge of the relevant federal and state rules and regulations

Knowledge of the principles and fundamentals of government accounting.

Skill in conducting data searches and evaluating large amounts of data; in preparing concise and accurate reports and recommendations.

Must be proficient with MS Office applications such as Excel, Word, Power Point, Access, etc.

Ability to identify inefficiencies and adopt process improvement techniques.

Must pay attention to detail to be able to perform and develop methods and procedures, and to maintain a system of proper and accurate record keeping.

Must be able to maintain effective working relationships with others and to communicate effectively.

Must demonstrate good critical thinking and problem solving skills.

Must demonstrate excellent oral communication skills for proper interaction with elected officials, department heads, department staff, business organizations and the general public.

Ability to exercise sound judgment when making critical decisions, analyze complex information, and develop plans to interpret complex data.

Ability to analyze issues, to work under pressure and meet close deadlines.

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.

While performing the duties of this job, the employee is regularly required to talk or hear. The employee frequently is required to stand. The employee is occasionally required to walk; sit; use hands to find, handle, or feel objects, tools or controls; reach with hands and arms; climb or balance; stoop and kneel.

The employee must occasionally lift and/or move over twenty-five (25) pounds. Specific vision abilities required by this job include close vision, depth perception, and the ability to adjust focus.

WORK ENVIRONMENT

The work environment characteristics described here are representative of those an employee encounter while performing the essential functions of this job.

The noise level in the work environment is usually moderate.

SAFETY REQUIREMENTS

Maintain physical conditions appropriate to the performance of assigned duties and responsibilities which may include the following:

- sitting for extended periods of time
- standing for extended periods of time
- operating assigned equipment

Maintain mental capacity which permits:

- making sound decisions and using good judgment
- demonstrating intellectual capabilities

Effectively handle a work environment and conditions which involve:

- working closely with others
- working in a multi-task environment

Maintain effective audio-visual discrimination and perception needed for:

- making observations
- reading and writing
- operating assigned equipment
- communication with others
- required to follow the County of Hidalgo Accident Prevention Plan and department's safety regulations