

DUTY STATEMENT

CDCR INSTITUTION OR DEPARTMENT California Correctional Health Care Services		POSITION NUMBER (Agency – Unit – Class – Serial) 042-210-5402-938				
UNIT NAME AND CITY LOCATED Employment & Outreach Unit Workforce Development & Talent Management Human Resources Section – Elk Grove, CA		CLASSIFICATION TITLE Analyst III				
		WORKING TITLE Retention Solutions Specialist				
		COI Yes ☐ No ☒	WORK WEEK GROUP 2	CBID R01	TENURE LT	TIME BASE FT
SCHEDULE (Telework may be available): ____ AM to ____ PM. (Approximate only for FLSA exempt classifications)		SPECIFIC LOCATION ASSIGNED TO 8280 Longleaf Drive Elk Grove, CA 95758				
INCUMBENT (If known)		EFFECTIVE DATE				
California Department of Corrections and Rehabilitation (CDCR) and California Correctional Health Care Services (CCHCS) are committed to transforming the correctional landscape to create safer, more professional, and more fulfilling environments for our employees, the incarcerated population, and those supervised in our communities. Through systemwide improvements grounded in proven and emerging practices, we aim to strengthen rehabilitation, enhance workplace satisfaction, and support successful reentry into the community through our institutions, parole, and community partnerships. Our shared mission is to promote safety, wellness, and human dignity while fostering positive change for all those who live and work within our institutions and communities. CDCR and CCHCS are committed to building an inclusive respectful workplace. We are determined to attract and hire candidates from all communities and empower employees from a variety of backgrounds, perspectives, and personal experiences. We are proud to foster inclusion and drive collaborative efforts at all levels of the Department. Across our organization, our programs work cooperatively to provide the highest level of health care possible to a diverse correctional population. We encourage creativity and ingenuity while treating others fairly, honestly, and with respect, all of which are critical to the success of the CDCR and CCHCS mission.						
PRIMARY DOMAIN:						
Under the general direction of the Supervisor I (Retention Solutions), the Analyst III will perform the most complex program activities and related research in the development and implementation of the Department's employee engagement and retention efforts. The incumbent serves as the subject matter expert and program policy advisor to the unit and leads the research, assessment, and project management activities for the statewide implementation of the retention efforts. Travel is required, as necessary, for administration of the program to institutions and various CCHCS locations throughout the state.						
% of time performing duties	Indicate the duties and responsibilities assigned to the position and the percentage of time spent on each. Group related tasks under the same percentage with the highest percentage first. <i>(Use addition sheet if necessary)</i>					
	ESSENTIAL FUNCTIONS					
40%	Serves as a project leader providing guidance and subject matter expertise in workforce trends, talent management, and employee retention to develop, implement, and support the department's statewide retention efforts. Develops and manages the goals and performance measures of the unit and related activities, develops tools and resources for executive and upper-level management staff to support retention efforts and planning activities. Provides guidance and assistance to program leadership in developing and maintaining policies and procedures appropriate for implementation of statewide efforts.					

25% 25% 10%	Work closely with strategic partners across the organization to assess current strategies in employee development, engagement, and recognition. With those partners, continuously review current data sets, department programs, and other relevant data points to assess level of impact on retention efforts. Conduct research on current best-practices approach to employee retention and define effective practices appropriate for implementation. Develop assessment tools, reports, and benchmarks to evaluate the success of the program and make recommendations based on results. Develop internal procedures and policies to support all retention-related efforts for the organization and the retention unit. Confer with other agencies regarding retention strategies and other workforce related issues. Prepare strategies and participate in discussions regarding retention and related efforts. Trains other retention staff as needed. Directs the preparation of various reports and manuals, and reviews unit documents for finalization. Network through industry contacts, professional associations, educational groups, trade groups, CCHCS employees, etc. Meets with program leadership, executive staff, and external stakeholders, including departmental and regional personnel staff. Give presentations at other state departments, colleges, or career fairs and job events. Provide consultation to staff, management, and stakeholders and perform other related special assignment duties. Review and approve research that is used to support program initiatives. Travel to institutions, workshops, and other related events throughout California.
	KNOWLEDGE AND ABILITIES <i>Knowledge of:</i> Principles, practices, and trends of public and business administration, management, supportive staff services, and governmental functions and organization. Methods and techniques of effective communication and leadership. Principles, problems, and procedures of program planning, public administration, and the legislative processes; principles, practices, and trends of organization and management, planning, implementation, monitoring and evaluation methodology, organizing and conducting surveys; and research techniques. <i>Ability to:</i> Reason logically and creatively and utilize a variety of analytical techniques to resolve complex governmental and managerial problems; develop and evaluate alternatives; analyze data and present ideas and information effectively; consult with advise administrators or other interested parties on a wide variety of subject-matter areas; and gain and maintain the confidence and cooperation of those contacted during the course of work. Coordinate the work of others, act as a team leader, and appear before legislative or other committees. Analyze legislation, identify concerns, and make recommendations to management; recognize and evaluate emerging trends; plan, develop and coordinate program activities; plan, design, and implement and evaluate programs and projects; recommend standards, policies and procedures; conduct research and analysis of quantitative and qualitative data; analyze sensitive and controversial situations accurately, take appropriate action and communicate sensitive and controversial topics and decisions effectively; evaluate the work of others in accomplishing complex tasks; and effectively communicate difficult technical concepts DESIRABLE QUALIFICATIONS Knowledge of program and policy development practices; knowledge of principles and practices of program planning, implementation, and evaluation; knowledge of best practices in employee engagement, retention, and modifications in complex public sector agencies; knowledge of workforce trends and organizational climate assessment; knowledge of methods of identifying root

causes of turnover and developing targeted retention interventions; knowledge of project management. OTHER DOMAINS NA SPECIAL REQUIREMENTS OR CONTINUING EDUCATION REQUIREMENT - CCHCS does not recognize hostages for bargaining purposes. CCHCS and CDCR have a "NO HOSTAGE" policy and all incarcerated patients, visitors, nonemployees, and employees shall be made aware of this. SPECIAL PHYSICAL CHARACTERISTICS Persons appointed to this position must be reasonably expected to exert up to 10 pounds of force occasionally and/or a negligible amount of force frequently or constantly to lift, carry, push, pull, or otherwise move objects. Involves sitting most of the time but may involve walking or standing for brief periods. SPECIAL PERSONAL CHARACTERISTICS - Influence change and strengthen the community. Set an example each day through positive and pro-social role modeling, utilizing dynamic security concepts. - Willingness to play a significant role in the collaborative efforts toward rehabilitation and public safety enhancement. - Ability to facilitate conversations as a coach and mentor, engaging in a respectful and understanding manner. - Ability to build trust, improve communication, and assist with the transformation of correctional culture.		
SUPERVISOR'S STATEMENT: <i>I HAVE DISCUSSED THE DUTIES OF THE POSITION WITH THE EMPLOYEE</i>		
SUPERVISOR'S NAME (Print)	SUPERVISOR'S SIGNATURE	DATE
EMPLOYEE'S STATEMENT: <i>I HAVE DISCUSSED WITH MY SUPERVISOR THE DUTIES OF THE POSITION AND HAVE RECEIVED A COPY OF THE DUTY STATEMENT</i>		
The statements contained in this duty statement reflect general details as necessary to describe the principal functions of this job. It should not be considered an all-inclusive listing of work requirements. Individuals may perform other duties as assigned, including work in other functional areas to cover absence of relief, to equalize peak work periods or otherwise balance the workload.		
EMPLOYEE'S NAME (Print)	EMPLOYEE'S SIGNATURE	DATE