

# Market Range Detail - Recruiter

## Effective Date

January 19, 2015

## Market Range Title Description

Positions in this market range title are responsible for entry-level professional recruitment activities in the County's central Human Resources Department. Incumbents analyze recruitment issues of routine to moderate scope and complexity. Typical job duties include: coordinating the County's recruitment process; reviewing and analyzing department job requisitions; developing recruitment announcements and posting to appropriate recruitment sources; determining effective advertising methods, working with departments to develop recruitment strategies; reviewing and screening job applications for employment; responding to applicant and employee questions regarding the recruitment process; explaining merit rules to employees and supervisors; presenting training classes; attending job fairs; verifying and advising departments regarding new hire offer rates.

## Market Range

Minimum Hourly Rate	Midpoint / Hiring Maximum	Maximum Hourly Rate
\$19.98	\$24.65	\$29.32

## Likely Minimum Qualifications

- Bachelor's Degree in human resources, business administration or a related field.
- Some administrative or paraprofessional human resources experience may be preferred.
- Other combinations of education and experience may be considered in substitution of minimum qualifications.

## Working Titles

- Recruiter

### Glossary:

**Market Range Title:** Broad grouping of related positions with like job responsibilities and qualifications. Market Range Titles typically include positions ranging from entry level to senior/lead level unless indicated otherwise.

**Effective date:** The date the salary range was implemented for use.

**Market Range Title Description:** Broad description of sample job duties and responsibilities of positions included in the Market Range Title. Each position included in a Market Range Title also has a job description that is specific to the department. Departments are responsible for writing and maintaining job descriptions for positions in their department. Employee Compensation is responsible for writing and maintaining Market Range Title Descriptions.

**Likely Minimum Qualifications:** Typical minimum qualifications for positions assigned to the Market Range Title. Because a broad group of jobs in different departments are included in a Market Range Title, minimum and preferred qualifications may vary slightly depending on the area of assignment.

**Market Range:** The minimum, midpoint, and maximum salary points for all positions included in the Market Range Title.

**Hiring Range:** The hiring range for all positions is ordinarily the minimum of the market range to the midpoint. The use of a different hiring range must be approved by Employee Compensation. Departments should use a hiring range that is within their funding capabilities and are required to comply with the County's Funded Position Policy ensuring that applicants are extended a rate that is supported by the department's budget.

**Working Title:** The specific title used by a department to identify a position within their organizational structure. Use of working titles is flexible and aimed to assist departments in identifying the unique functions and responsibilities of each position and is representative of the assigned Market Range Title. Ordinarily, supervisory and/or managerial titles should not be used for positions not assigned to a supervisory and/or manager Market Range Title.