

Market Range Detail - Managing for Results Facilitator

Effective Date

January 10, 2011

Market Range Title Description

Positions in this market range title are responsible for a broad range of professional, analytical job duties with the purpose of assisting the further development and implementation of a county-wide Managing for Results program consisting of a comprehensive and integrated management system that focuses on achieving results for the customer and making it possible for departments to demonstrate accountability to the taxpayers of Maricopa County.

Typical job duties include: consulting with County departments on strategic planning, performance measures, reporting, and data analysis; reviewing, analyzing, and making recommendations concerning strategic plan revisions; monitoring, reporting, and evaluating the results of programs and performance measures; collaborating and consulting with County staff to design and improve measures and performance measurement systems; assisting in identifying and evaluating appropriate benchmarks, standards and key results for areas of business within Maricopa County government; performing quantitative and qualitative analysis of performance data; assisting in the development and implementation of systems and processes to collect and report performance measurement data; providing data and information to support performance-based budgeting and decision making; assisting in the training of County staff in effectively interpreting and using performance measure data to improve management processes; developing and compiling quarterly and annual reports; leading special projects. The Managing for Results Facilitator works under the direction of the Director – Business Strategies and Health Care Programs.

Market Range

Minimum Hourly Rate	Midpoint / Hiring Maximum	Maximum Hourly Rate
\$25.41	\$30.89	\$36.36

Likely Minimum Qualifications

- Master's degree in Public or Business Administration or a related field
- Two years of professional experience in data analysis, budgeting or financial management
- Other combinations of education and experience may be considered in substitution for the minimum qualifications

Working Titles

- Managing for Results Facilitator

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.