Program Supervisor IV

Program Specialist IV

Class Code: 1583

Occupational Category: Program Management

Revised 9-1-2019

Texas State Auditor's Office

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GENERAL DESCRIPTION

Performs complex (journey-level) administrative and supervisory program work. Work involves establishing program goals and objectives; developing program guidelines, procedures, and policies; developing schedules, priorities, and standards for achieving program goals; evaluating program activities; developing budget requests; and coordinating program activities. Supervises the work of others. Works under general supervision, with moderate latitude for the use of initiative and independent judgment.

DISTINGUISHING CHARACTERISTICS

The Program Supervisor job classification series is intended for those employees who are typically considered first-line supervisors and assume responsibility for, and participate in, the work of an assigned agency program. Distinction within the levels depends on a variety of factors including 1) complexity of the program, 2) size and type of workforce supervised, 3) level of education and experience needed to perform the work, and/or 4) supervising the daily operations of more than one program.

EXAMPLES OF WORK PERFORMED

Supervises the work of assigned program staff and provides training and technical assistance in the program area.

Participates in the development and implementation of goals, objectives, policies, priorities, and procedures for the assigned program.

Prepares, reviews, and evaluates reports on the effectiveness of program activities.

Prepares and reviews program budget requests.

Prepares or oversees the preparation of training and operational manuals, and educational and marketing materials.

Confers with staff on program issues and problems to identify and implement solutions.
Plans, implements, coordinates, monitors, and evaluates programs, which may include multiple programs.

Develops and recommends program guidelines, procedures, and policies; and monitors compliance with policies and procedures.

Coordinates and/or participates in the development of program goals and objectives.

Coordinates and/or conducts special investigations, program analyses, and research studies; and recommends improvements.

Provides training or technical assistance in program area(s).

May prepare and conduct seminars and presentations about assigned program area(s) for citizens, clients, staff, management, or elected officials.

Assists in developing techniques for evaluating programs.

Performs related work as assigned.

**GENERAL QUALIFICATION GUIDELINES**

**EXPERIENCE AND EDUCATION**

Experience in the administration of a program relevant to the assignment. Graduation from an accredited four-year college or university with major course work in a field relevant to the assignment is generally preferred. Experience and education may be substituted for one another.

**KNOWLEDGE, SKILLS, AND ABILITIES**

Knowledge of local, state, and federal laws related to the program area; of public administration and management techniques; of statistical analysis processes; of budget processes; of research techniques; of training and marketing techniques; and of program management processes and techniques.

Skill in identifying measures or indicators of program and staff performance and in the use of a computer and applicable software.

Ability to gather, assemble, correlate, and analyze facts; to establish goals and objectives; to devise solutions to administrative problems; to develop, evaluate, and interpret administrative policies and procedures; and to supervise the work of others.

**REGISTRATION, CERTIFICATION, OR LICENSURE**

May require registration, certification, or licensure in a specialty area.