

POSITION DESCRIPTION  
COVER SHEET

REASON FOR THIS POSITION		
1. NEW <input checked="" type="checkbox"/>	2. IDENTICAL ADDITION TO THE ESTABLISHED PD NUMBER (8) <input type="checkbox"/>	3. REPLACES PD NUMBER (8) <input type="checkbox"/>

RECOMMENDED

4. TITLE Supervisory Equal Opportunity Specialist	5. PAY PLAN (2) GS	6. SERIES (4) 360	7. GRADE (2) 13
8. WORKING TITLE (Optional) Program Compliance Branch Director		9. INCUMBENT (Optional)	

OFFICIAL

10. TITLE Supervisory Equal Opportunity Specialist						
11. PP (2) GS	12. SERIES (4) 0360	13. FUNC.(2)	14. GRADE(2) 13	15. DATE (mm/dd/yyyy)	16. I/A <input type="checkbox"/> yes <input type="checkbox"/> No	17. CLASSIFIER (Name) Lewis C. Anderson

18. ORGANIZATIONAL STRUCTURE (Agency/Bureau)

1st Department of Housing and Urban Development	5th Fair Housing and Equal Opportunity Center
2nd Assistant Secretary for Fair Housing and Equal Opportunity	6th Program Compliance Branch
3rd General Deputy Assistant Secretary	7th
4th Regional Office of Fair Housing and Equal Opportunity	8th

SUPERVISOR'S CERTIFICATION

I certify that this is an accurate statement of the major duties and responsibilities of the position and its organizational relationships and that the position is necessary to carry out Government functions for which I am responsible. This certification is made with the knowledge that this information is to be used for statutory purposes relating to appointment and payment of public funds and that false or misleading statements may constitute violations of such statute or their implementing regulations.

19. SUPERVISOR'S SIGNATURE <i>Floyd O. May</i>	20. DATE (mm/dd/yyyy) 2/6/04	22. SECOND LEVEL SUPERVISOR'S SIGNATURE <i>Carolyn Peoples</i>	23. DATE (mm/dd/yyyy)
21. SUPERVISOR'S NAME Floyd O. May	24. SECOND LEVEL SUPERVISOR'S NAME Carolyn Peoples		
21a. SUPERVISOR'S TITLE General Deputy Assistant Secretary, FHEO	24a. SECOND LEVEL SUPERVISOR'S TITLE Assistant Secretary for FHEO		

FACTOR EVALUATION SYSTEM

FACTOR	25. FLD/BMK	26. POINTS	FACTOR	25. FLD/BMK	26. POINTS
1. Knowledge Required			6. Personal Contacts		
2. Supervisory Controls			7. Purpose of Contacts		
3. Guidelines			8. Physical Demands		
4. Complexity			9. Work Environment		
5. Scope and Effect			TOTAL POINTS		
					GRADE

CLASSIFICATION CERTIFICATION

I certify that this position has been classified as required by Title 5, U.S. Code, in conformance with standards published by the OPM or, if no published standard applies directly, consistently with most applicable published standards.

29. SIGNATURE <i>Lewis C. Anderson</i>	30. DATE (mm/dd/yyyy) 08/20/04
31. NAME Lewis C. Anderson	31a. TITLE Supervisory Human Resources Specialist

32. REMARKS See attached Eval Ref Used: Eq Opp Comp, GS-360, TS-49 Nov 80; and GSSG, Ap&Jun 98	33. OPM CERTIFICATION NUMBER
---	------------------------------

# MASTER RECORD / INDIVIDUAL POSITION DATA

THIS SIDE TO BE COMPLETED BY THE CLASSIFIER

## A. KEY DATA

1. FUNCTION (1) A/C/D/I/R	2. DEPT. CD./AGCY-BUR-CD. (4)	3. SON (4)	4. MR. No. (6)	5. GRADE (2)	6. IP NUMBER (8)
------------------------------	-------------------------------	------------	----------------	--------------	------------------

## B. MASTER RECORD

1. PAY PLAN (2)	2. OCC. SER. (4)	3. OCC. FUNC. CD (2)	4. OFF. TITLE CD (6)	5. OFF. TITLE (38)		
6. HQ. FLD. CD (1) 1 = HQ 2 = FLD	7. SUP. CD. (1) 1 = Sup. SGEg 5 = Mgmt. CSRA 3 = Mgr. SGEg 6 = Leader LGEG 4 = Sup. CSRA 8 = All Others	8. CLASS. STD. CD. (1) X = New Std. Applied Blank = NA		9. INTERDIS. CD (1) N = No Y = Interdis.	10. DATE CLASS (mm/dd/yyyy)	
11. EARLY RET. CD. (1) 1 = Primary 3 = Foreign Svc. 2 = Secondary Blank = NA	12. INACT/ACT (1) 1 = Inactive A = Active	13. DATE ABOL. (mm/dd/yyyy)	14. DATE INACT/REACT (mm/dd/yyyy)	15. AGCY. USE (10)		
16. INTERDIS. SER. (40)						
(4)	(4)	(4)	(4)	(4)	(4)	(4)
17. INTERDIS. TITLE CD. (50)						
(5)	(5)	(5)	(5)	(5)	(5)	(5)

## C. INDIVIDUAL POSITION

1. FLSA CD. (1) E = Exempt N = Nonexempt	2. FIN. DIS. REQ. (2) 0 = None 3 = SF278 1 = CD219 4 = AD392 2 = CD220 5 = SF849	3. POS. SCHED. (1) A = Sched A O = Excepted but B = Sched B not A, B, C C = Sched C		4. POS. SENS (3) 0 = Nonsensitive 1 = Noncritical 2 = Critical Sensitive	5. COMP. LVL. (4)				
6. WK. TITLE CD. (4)		7. WK. TITLE (38)							
8. ORG. STR. CD. (18) (example *83 - 07 - 01 - 0200 - 08 - 19 - 00 - 00*)									
1st	2nd	3rd	4th	5th	6th	7th	8th	9. VAC. REV. CD. (1) 0 = Position Action B = Lower Grade D = Different title and/or No Vacancy C = Higher Grade Series A = No Change E = New Position/New FTE	
10. TARGET GC. (2)	11. LANG. REQ. (2)	12. PROJ. DTY IND. (1) Blank = NA Y = Yes	13. DUTY STATION (9) State (2) City (4) County (3)		14. BUS. CD. (4)	15. DATE LAST AUDIT. (mm/dd/yyyy)	16. PAS. IND. (1) Blank = NA 1 = PAS	17. DATE EST. (mm/dd/yyyy)	
18. GD. BASIS. IND. (1) 1 = Rev. when vacant 4 = Sup./Program 7 = Equipment Development Guide 2 = Impact of Person 5 = RGEg 8 = Agency Use 3 = Sup/SGEg 6 = Policy Analysis GEG 9 = Agency Use ALPHAS = Agency Use					19. DATE REQ. REC. (mm/dd/yyyy)	20. NTE. DATE (mm/dd/yyyy)	21. POS. ST. BUD (1) Y = Perm N = Other		
22. MAINT. REV./CLASS. ACT. CD. (2) (1st Digit = Activity and 2nd Digit = Results)									
Normal Act		Maintenance Review Act		Results		5 = Series Change		9 = Other	
1 = Desk Audit	5 = Desk Audit	1 = No Action Req.	6 = Pos. Upgrade	2 = Minor PD Change	7 = Pos. Downgrade				
2 = Sup. Audit	6 = Sup. Audit	3 = New PD Req.	8 = New Pos.	3 = Paper Rev.	8 = New Pos.				
3 = Paper Rev.	7 = Paper Rev.	4 = Title Change							
4 = PME/Activity Rev.	8 = Panel Rev.								
23. DATE EMP. ASGN. (mm/dd/yyyy)	24. DATE ABOL. (mm/dd/yyyy)	25. INACT/ACT (1) 1 = Inact. 2 = Act.	26. DATE INACT/ACT (mm/dd/yyyy)	27. ACCTG. STAT. (4)	28. INT. ASGN. SER. (4)	29. AGCY USE (8)			
30. CLASSIFIER'S SIGNATURE							31. DATE (mm/dd/yyyy)		
32. REMARKS									

OFFICE OF FAIR HOUSING AND EQUAL OPPORTUNITY  
PROGRAM COMPLIANCE BRANCH DIRECTOR  
Supervisory Equal Opportunity Specialist GS-360-13

This position is located in the Office of Fair Housing and Equal Opportunity, Office of the General Deputy Assistant Secretary, Regional Office of Fair Housing and Equal Opportunity, Fair Housing and Equal Opportunity Center, Program Compliance Division. The Regional Office is responsible for all matters relating to equal opportunity in housing and facilities, economic opportunity, civil rights, and nondiscrimination in the implementation of the programs of HUD. The Regional Office is also responsible for administering fair housing enforcement programs and responsibilities in connection with equal opportunity and civil rights, including those under Title VIII of the Civil Rights Act of 1968, as amended, Title VI of the Civil Rights Act of 1964, Section 109 of the Housing and Community Development Act of 1974, as amended; Section 504 of the Rehabilitation Act of 1973; the Americans with Disabilities Act, the Age Discrimination Act and relevant Executive Orders.

The incumbent serves as the Program Compliance <sup>BRANCH</sup>Division Director and is responsible for supervising the program operations functions for the FHEO Center as well as for FHAP and FHIP Programs. The incumbent may also have some responsibility for conducting investigations, supervising Equal Opportunity Specialists who are performing investigative and/or compliance functions and may be responsible for the educational and outreach responsibilities within the <sup>BRANCH</sup>Division.

DUTIES AND RESPONSIBILITIES:

The staff of the Program Compliance <sup>BRANCH</sup>Division range from 5 to 14 employees comprised of Equal Opportunity Specialist, GS-5 to GS-13 and Equal Opportunity Assistants, GS-5/6/7.

Supervises a staff and manages other resources to achieve maximum efficiency and balance in utilizing the resources assigned.

Plans work to be accomplished by subordinates, set and adjust short-term priorities and prepare schedules for completion of work.

Assigns work to subordinates based on priorities of the ~~Division~~ <sup>BRANCH</sup> and ensures work is efficiently and effectively carried out.

Finds ways to improve production or increase the quality of work directed.

Implements ways to eliminate or significantly reduce bottlenecks and barriers to production, promote teambuilding or improve business practices.

Provides technical requirements and descriptions of work to be accomplished and establishes standards for acceptable work.

Develops performance standards that are aligned with Departmental and organizational goals, missions and objectives.

Evaluates work performance of subordinates, develops budget and administers and manages funds.

Identifies developmental and training needs of employees and provides or arranges for adequate development and training.

Responsible for counseling, disciplinary actions, awards, merit staffing and delegating responsibilities and other actions.

Hears and resolve complaints from employees, referring group grievances and more serious unresolved complaints to a higher-level supervisor or manager.

Establishes goals, objectives and activities for the ~~Division~~ <sup>BRANCH</sup>.

Sets priorities for the ~~Division~~ <sup>BRANCH</sup> and determines goals and objectives that need additional emphasis.

**BRANCH**

Interviews candidates for positions in the ~~Division~~, recommends appointments, promotions, rotations or reassignments to such positions.

Makes recommendations for the best approach or solution for resolving budget and staffing shortages and plans for long-range staffing needs.

Directs the development of data to be used by the Center Director; the provision of expertise and insights; securing of legal opinions; preparation of position papers or legislative and regulatory proposals; and the execution of activities which support the development of goals and objectives related to high levels of program management and operations.

Serves as principal advisor to the FHEO Center Director on FHEO matters; advising the Director on aspects of FHEO programs and activities affecting the Center's Director's area of responsibility.

Carries out responsibilities under Title VI of the Civil Rights Act of 1964; Section 109 of the Housing and Community Development Act of 1974, as amended; Section 504 of the Rehabilitation Act of 1973; and Equal Housing Opportunity pursuant to relevant Executive Orders.

Monitors voluntary compliance agreements with PHAs and other recipients to assure implementation of plan to achieve equal opportunity requirements.

Represents the FHEO Center on fair housing and equal opportunity matters that fall under the Center's jurisdiction at various State and local conferences, symposia, workshops, meetings and other gatherings sponsored by Governors, Mayors and various organizations and groups interested in equal opportunity.

Monitors and provides technical assistance to grant recipients under the Fair Housing Initiatives Program and Fair Housing Assistance Programs to assure affirmative compliance with the requirements of the laws, executive orders, and the statement of work related to their federal assistance.

Supervises program application and document reviews to ensure that equal opportunity, civil rights, and economic opportunity requirements are being met.

Identifies, defines, analyzes, and recommends solutions for equal opportunity problems within Housing, Public and Indian Housing and Community Planning and Development programs.

Identifies deficiencies in complaint processing of state and local FHAP agencies in the jurisdiction of the Office and provides technical assistance and training to correct problems.

Monitors and provides technical assistance to grant recipients under the Fair Housing Assistance Programs, and under the private and administrative components of the Fair Housing Initiatives Program.

Provides advice to FHEO Center Director regarding the performance of FHAP agencies and provides recommendations related to continued funding.

Monitors community development programs, Section 8 existing, Section 8 New Construction, low rent public housing and individual builders to assure compliance with Section 3 and equal opportunity regulations.

Provides technical assistance and guidance to federally funded local housing authorities and cities on development of affirmative action plans.

Promotes the continued development of existing private fair housing groups through outreach, training and technical assistance.

Keeps abreast of changes in all HUD program areas and works closely with all key personnel of the FHEO Center to cooperatively enlist their support of equal opportunity objectives.

Performs other duties as assigned by the FHEO Center Director.

## Factor 1. Knowledge Required for the Position

A mastery of the concepts and principles of the field of equal opportunity is necessary to administer and manage a broad jurisdictional program to identify and recommend solutions for particularly broad and complex equal opportunity problems as well as the enforcement of the applicable civil rights statutes. Outstanding mastery of equal opportunity is typically demonstrated by the following:

The Supervisory Equal Opportunity Specialist is recognized as an expert on all aspects of FHEO related to HUD programs, communities being served in the jurisdiction, disadvantaged groups, and Federal, state and local government administrative processes by which civil rights laws are implemented; and is recognized as having skill in developing significant new, broad jurisdictional programs which will have a deep impact on disadvantaged groups in terms of better housing, living environment, employment and business opportunities.

Broad and in depth knowledge of all housing, public housing and community development programs, particularly knowledge of the program requirements as related to FHEO. Based on this knowledge, recommends approval or disapproval of proposals for agency-funded programs after technical evaluation of the proposal's compliance with fair housing and equal opportunity laws, regulations, and policies. Provides technical assistance to private developers, housing authorities, local governments and other recipients of, or applicants for, agency program funds to assist them in meeting the FHEO requirements of the program.

Expert knowledge of laws, regulations and procedures governing civil rights. In depth knowledge of a wide range of managerial techniques and human relations to be able to manage effectively the staff resources of the jurisdictions fair housing and equal opportunity programs.

Highly developed skill in fact finding, analysis, formulating and presenting recommendations, negotiating resolutions of strongly contested issues, in oral and written communication. Must possess skill in analyzing the causes and effects of discrimination, and in formulating corrective actions.

## **Factor 2. Supervisory Controls**

The incumbent serves under the general supervision of the FHEO Center Director. The incumbent is responsible for independently carrying out assignments. Work products are considered technically authoritative and are normally accepted without change. Policy recommendations are reviewed in terms of overall Departmental goals, objectives and policies.

## **Factor 3. Guidelines**

Guidelines include applicable laws, administrative and court-precedent decisions and policy statements that are broadly stated. The incumbent performs independent research using his/her own methodology in reaching findings and in recommending programs and/or policy changes.

Independent judgment is needed to apply broad equal opportunity principles to very complex and unique socio-economic and political factors affecting the delivery of HUD programs.

## **FACTOR 4. COMPLEXITY**

The Supervisory EOS plans, directs and conducts his/her work assignments and recommends decisions on highly complex and broad problems of a fundamental or precedent setting nature. The problems involve a unique combination of **facts, conditions and issues being investigated or studied for the first time.**



The organization is highly complex with multiple layers of management, many programmatic areas and a wide variety of difficult FHEO problems that have been particularly resistant to past efforts in solving.

#### **Factor 5. Scope and Effect**

The purpose of the work is to oversee a comprehensive FHEO program which includes an enforcement system, investigation function, and providing consulting services to management for FHEO on a broad range of FHEO issues – including systemic problems which have been particularly resistant to past efforts at solution.

The work results in resolution of individual complaints of discrimination through the collection and presentation of factual information that, ultimately, may be used in a court of law as a basis for judicial conclusions.

Work results in resolution of a wide variety of problems. These include individual or class action discrimination complaints, elimination of systemic barriers to equal opportunity, in housing and community services, and elimination of widespread illegal practices in public or private areas that are supported with Department funds.

#### **Factor 6. Personal Contacts**

The contacts include complainants, legal representatives, Governors, Members of Congress, State legislators, county and city officials, department heads, heads of housing authorities, heads of industry association (e.g., real estate, construction, banking), union leaders, legal representatives, community and civil rights leaders, as well as a variety of management in HUD and other Federal agencies.

### Factor 7. Purpose of Contacts

The purpose is to negotiate or conciliate resolutions to highly controversial or major issues, or to communicate, justify, or defend decisions on major controversial issues.

The incumbent regularly negotiates with officials and legal representatives of local jurisdictions and others concerning those aspects of agency funded programs and projects that have an impact on fair housing or equal opportunity. These negotiations typically involve issues that are important because of their significant economic impact and local political sensitivity. Many issues are strongly contested, but incumbent must maintain firmness, objectivity, maturity and a high degree of professionalism in bringing difficult issues to a reasonable and sound resolution. The purpose of contacts with Department program managers is to create awareness, to identify major FHEO problems and concerns and to seek workable solutions and to make recommendations to management on the approval or disapproval of assistance for HUD funded organizations; to advise and counsel FHEO management and others of potential major problems affecting Department policies and goals.

Contacts sometimes are hazardous because individuals or members of extremist groups (e.g., Ku Klux Klan, American Nazi Party, etc.) may be in attendance and often incite individuals or groups to violent actions directed at those who have the responsibility for enforcing civil rights laws.

### Factor 8. Physical Demands

The physical and psychological demands of this position can create a great degree of mental stress and physical fatigue. Walking, standing, bending, driving and flying long distances are required of the incumbent. Negotiation and conciliation sessions are often protracted.

## Factor 9. Work Environment

Work is generally performed in offices and conference rooms, and includes visits to field offices and Headquarters that involve everyday risks and discomforts and require normal safety precautions. There are numerous accounts of attacks on civil rights officials who were injured while on official business.