

AMERICAN FILM INSTITUTE
JOB DESCRIPTION

POSITION: Human Resources Assistant
DEPARTMENT: Human Resources
LOCATION: Los Angeles Campus

PRINCIPAL RESPONSIBILITIES:

The Human Resources Assistant is responsible for providing a wide variety of administrative support services for the Chief Resource Officer and the Human Resources team. This includes matters pertaining to (1) processing of employment forms; (2) recruitment and staffing support, (3) timesheet administration; (4) parking notifications; and (5) information tracking and reporting. The ideal candidate will have demonstrated experience exercising independent judgement and action when dealing with staff, management, faculty, Fellows and external contacts on a variety of matters, and must have the ability to maintain a high level of confidentiality in the performance of all duties.

PRINCIPAL DUTIES:

- Act as a primary liaison for routine HR matters and answer a variety of employment related queries and other related questions verbally or in writing; refer more detailed requests regarding HR processes and procedures to the appropriate HR team member.
- Provide all core administrative functions to the Chief Resource Officer, including answering incoming calls and calendar management.
- Answer the HR Department phone lines.
- Support recruitment and selection efforts by posting open positions, sourcing resumes, creating recruitment files, tracking applicants and scheduling candidate interviews.
- Oversee the New Hire Paperwork process, ensuring documents are appropriately tracked and accurate; assist with the New Hire Orientation by preparing Employee Handbooks and/or Benefits Packets for all new hires.
- Coordinate with the IT team on the creation or deactivation of email accounts, phone extensions, etc. for all new and outgoing employees.
- Review and verify staffing data with payroll for all types of changes in employment status.
- Liaise with the Payroll department with respect to employees' status changes and leave of absence to facilitate correct payroll processing.
- Process employee resignations and schedule exit interviews with the appropriate HR team member.
- Provide logistical support for the Employee Performance Review (EPR) process, which includes the receipt and tracking of EPRs and job descriptions.
- Generate and prepare complex documents, update staffing list and maintain personnel data, including reports, confidential correspondence and AFI Organizational Charts in a timely

manner as necessary.

- Generate, produce and distribute various company forms ensuring accuracy and timeliness; proactively update and maintain the AFI Intranet and the HR Department forms inventory, including benefit collateral material.
- In collaboration with the Manager, General Administration, maintain, update and distribute the personnel directory, benefits contact sheets and various company materials in a timely manner.
- In collaboration with the Manager, General Administration, maintain department filing system, ensuring a high degree of accuracy and organization.
- Assist the Manager, Benefits Administration with processing Workers' Compensation, disability and unemployment claims.
- Distribute bi-weekly timecard email reminders for the Los Angeles, Maryland and DC offices.
- Provide relief coverage for the Campus Information Center (Switchboard) and Assistant to the President & CEO as needed.
- Assist the Manager, General Administration with the ordering of HR Department supplies.
- Compile information and generate reports as requested.
- Performs other duties and assignments as assigned.

EXPERIENCE/SKILLS REQUIRED:

- Bachelor's degree, preferably in a business-related field, required.
- Minimum two to three years strong administrative experience supporting a busy, multi-person department; prior experience in a Human Resources department, with a working knowledge of Human Resources practices and principles is required.
- Exceptionally detail-oriented with the proven ability to handle numerous tasks with appropriate follow-up and reporting activities while not losing sight of the big picture.
- Strong time management, organizational and multi-tasking skills coupled with the ability to work independently while being an integral member of a fast-paced, high-functioning, results oriented team; ability to work calmly under pressure.
- Proven project management skills with the ability to take a project from conception through completion.
- Excellent oral and written communication skills with the ability to convey complex concepts and procedures in simplistic terms.
- Strong diplomacy skills and consistent professionalism are mandatory; this includes the ability to maintain complete confidentiality and discretion.
- High level of proficiency with Microsoft Office (Word, Excel and PowerPoint); comfortable working in an IOS-based (Mac computer) environment.
- Personal integrity with the ability to inspire confidence and trust.
- Ability to negotiate challenging situations and personalities with a professional and positive attitude.
- Demonstrated knowledge and experience in the film and television community is a plus.

SUPERVISION:

The Human Resources Assistant performs all duties and responsibilities under the guidance and supervision of the Senior Manager, Human Resources.