



Lead, Employment Screening and Compliance Job Description

JOB INFORMATION

<i>Job Code:</i>	117192
<i>Job Title:</i>	Lead, Employment Screening and Compliance
<i>FLSA Status:</i>	Exempt
<i>Supervisory:</i>	May oversee staff, students, volunteers, agencies and/or resource employees.
<i>Job Family:</i>	Recruiting/Talent Acquisition
<i>Job Family Group:</i>	Human Resources
<i>Management Level:</i>	7 Individual Contributor

JOB SUMMARY

Leads employment screening and compliance operations, overseeing full-cycle employment screening support for recruiters and hiring managers. Evaluates criminal records, drug tests and other relevant information required for given positions for reportability and presents findings to leadership and relevant stakeholders. Ensures all data is verified and accurate.

JOB QUALIFICATIONS:

Education

<i>Req</i>	<i>Pref</i>	<i>Degree</i>	<i>Field of Study</i>	
X		Bachelor's degree		
	X	Bachelor's degree		Or
	X	Bachelor's degree	Psychology	Or
	X	Bachelor's degree	Communication	Or
	X	Bachelor's degree	in related field(s)	

Additional Education

Check here if experience may substitute for some of the above education.

Combined experience/education as substitute for minimum education

Work Experience

<i>Req</i>	<i>Pref</i>	<i>Work Experience</i>	<i>Experience Level</i>	
X		5 years		
	X	7 years		

Additional Work Experience

Check here if education may substitute for some of the above work experience.

Combined experience/education as substitute for minimum work experience

Knowledge, Skills and Abilities

<i>Req</i>	<i>Pref</i>	<i>Functional Skills</i>
X		Five years' experience in talent acquisition, sourcing and recruiting.

Knowledge, Skills and Abilities

<i>Req</i>	<i>Pref</i>	<i>Functional Skills</i>
X		Extensive experience gathering data, creating analyses and reports, and identifying patterns and translating meanings.
X		Demonstrated leadership/guidance skills.
X		Excellent written and oral communication skills, and an exemplary attention to detail.
X		Experience conducting background and reference checks.
X		Knowledge of federal, state and local regulations regarding employment screenings.
X		Excellent interpersonal skills, emotional intelligence, and relationship-building abilities.
X		Demonstrated ability to exercise discretion with confidential information and sensitive data.
X		Proficiency with Microsoft Office.
X		Experience working with HR applications (e.g., Applicant Tracking Systems, Workday HCM).
	X	Bachelor’s degree in business, psychology, communications or related fields.
	X	Seven or more years’ experience in talent acquisition, sourcing and recruiting, higher education and/or human resources.
	X	Demonstrated experience in higher education.
	X	Multilingual communication skills, fluent in Mandarin, Spanish, Korean and/or other languages beyond English.

Other Job Factors

- This position is designated as a Campus Security Authority (CSA) under the Clery Act and must comply with the requirements of said designation.

JOB ACCOUNTABILITIES

	<i>% Time</i>	<i>Essential</i>	<i>Marginal</i>	<i>N/A</i>
Oversees full-cycle employment screening support (e.g., reference and criminal record checks) for a wide range of functions and positions in accordance with university, federal, state, and local law and policies. Manages inbound/outbound calls and emails for employment, education, reference, and licensing verifications. Coordinates with vendors to complete all background checks in a timely manner.				
Leads reviews and evaluations of sources used to ensure data accuracy and quality. Identifies and communicates any quality concerns in screening data. Supports university quality assurance and reporting. Evaluates background checks, criminal records and other relevant data to determine reportability based on state/federal regulations.				
Performs and oversees screening data entry, ensuring report accuracy and conducting intake and tracking of criminal/civil research. Presents all evaluation findings, with required documentation, to leadership and recruiting teams. Comprehensively explains criminal charges, legal court dockets and probation history, as necessary.				
Maintains attentive and responsive lines of communication with all relevant stakeholders to better understand candidate requirements and current/future hiring needs. Accurately, fairly, and respectfully screens all candidates to ensure a fair and equitable process free from bias. Demonstrates politeness and professionalism with potential applicants and candidates. Collects feedback to continuously improve screening experience.				
Leads and participates in special projects to continuously improve performance of talent acquisition and talent management. Develops and recommends long-term strategies to improve and diversify the overall talent pool. Promotes an environment that fosters inclusive relationships and creates unbiased opportunities for contributions through ideas, words, and actions that uphold principles of the USC Code of Ethics.				

Other Requirements

<i>Essential:</i>	<i>Emergency Response/Recovery</i>	<i>Essential:</i>	<i>Mandated Reporter</i>
Yes	In the event of an emergency, the employee holding this position is required to “report to		A mandated reporter who in his or her professional capacity has knowledge of, or reasonably suspects

Other Requirements

<i>Essential:</i>	<i>Emergency Response/Recovery</i>	<i>Essential:</i>	<i>Mandated Reporter</i>
	duty” in accordance with the university’s Emergency Operations Plan and/or the employee’s department’s emergency response and/or recovery plans. Familiarity with those plans and regular training to implement those plans is required. During or immediately following an emergency, the employee will be notified to assist in the emergency response efforts, and mobilize other staff members if needed.		a person who is under the age of 18 years, elderly, or a dependent adult has been the victim of abuse or neglect must report the suspected incident. The reporter must contact a designated agency immediately or as soon as practically possible by telephone or in writing within 36 hours. By virtue of the associated job duties, this position qualifies as a mandated reporter as required by state law and USC’s policy at: https://policy.usc.edu/mandated-reporters/
<i>Campus Security Authority (CSA)</i>			<i>Essential:</i>
By virtue of the associated job duties, this position qualifies as a Campus Security Authority as required by law and USC’s policy at: https://dps.usc.edu/alerts/clery/			Yes

ACKNOWLEDGMENTS

The above statements reflect the essential and non-essential functions as necessary to describe the principle contents of the job. They are not intended to be a complete statement of all work requirements or duties that may be required of the position. I understand that I may be asked to perform other duties as assigned. USC reserves the right to add or change duties at any time.

The University of Southern California is an Equal Opportunity Employer. USC prohibits discrimination on any basis protected under federal, state, or local law, regulation, or ordinance or university policies. All employment decisions are based on individual qualifications and business need.

I acknowledge receipt of this job description and its associated physical requirements. I have read and understand the job description and job requirements and agree to abide by their contents. I realize that duties may be requested of me that are not specifically stated herein. I understand that I will be expected to adjust to potential fluctuations in work volume. I understand that, if I have any questions about the essential functions or expectations of my position, my supervisor and/or HR partner are available to discuss them with me.

Print Employee Name

Signature

Date

Print Manager Name

Signature

Date

This job description describes the general nature and level of work required by the position. It is not intended to be an all-inclusive list of qualifications, skills, duties, responsibilities or working conditions of the job. The job description is subject to change with or without notice, and Management reserves the right to add, modify or remove any qualification or duty. Nothing in this job description changes the existing at-will employment relationship between the university and the employee occupying the position.