



BOARD OF EQUALIZATION CAREER EXECUTIVE ASSIGNMENT EXAMINATION ANNOUNCEMENT

California State Government supports equal opportunity to all regardless of race, color, creed, national origin, ancestry, sex, marital status, disability, religious or political affiliation, age, sexual orientation, medical condition or pregnancy. It is an objective of the State of California to achieve a drug-free work place. Any applicant for state employment will be expected to behave in accordance with this objective because the use of illegal drugs is inconsistent with the law of the State, the rules governing Civil Service, and the special trust placed in public servants.

DEPARTMENT:	BOARD OF EQUALIZATION	RELEASE DATE:	Tuesday, November 25, 2014
POSITION TITLE:	Professional Advisor to Board Member, Second District, Board Member-Elect, Sacramento	FINAL FILING DATE:	Wednesday, December 10, 2014
CEA LEVEL:	CEA A	EXTENDED FINAL FILING DATE:	
SALARY RANGE:	\$ 6,296.00 - \$ 9,051.00 / Month	BULLETIN ID:	11252014_1

POSITION DESCRIPTION

This position is located in the Board Member-Elect's Second District Office in Sacramento.

Under the general direction of the Board Member and Chief Deputy, the Professional Advisor to Board Member, Board of Equalization, is responsible for providing technical advice on the application of California's tax laws to the Board Member and his staff. This includes preparing for hearings on tax appeal cases adjudicated before the Board Members, overseeing and/or performing technical reviews or independent studies of pertinent points of law as they apply to the administration of more than 30 tax and fee programs, and drawing conclusions for recommended actions to the Board Members. The incumbent is also responsible for preparing position papers on local, state and national tax issues, for serving as an advisor to the Board Member on the Board of Equalization's audit program, and legislative and rule making programs. The incumbent may also supervise journey level staff who assist the Professional Advisor in the completion of the assigned duties.

MINIMUM QUALIFICATIONS

Applicants must meet the following minimum qualifications:

Either I

Must be a current State civil service employee with permanent civil service status, as defined in Government Code Section 18546.

Or II

Must be a current or former employee of the Legislature, who resigned or was released from service within the last 12 months, and with two or more consecutive years of service as defined in Government Code Section 18990.

Or III

Must be a current or former nonelected exempt employee of the Executive Branch of **government** who resigned or was released from service within the last 12 months, and with two or more consecutive years of service (excluding those positions for which the salaries are set by statute) as defined by Government Code Section 18992.

Or IV

Must be a person retired from the United States military, honorably discharged from active military duty with a service-connected disability, or honorably discharged from active duty as defined in Government Code Section 18991.

KNOWLEDGE AND ABILITIES

Applicants must demonstrate the ability to perform high administrative and policy – influencing functions effectively. Such overall ability requires possession of most of the following more specific knowledge and abilities:

(1) Knowledge of the organization and functions of California State Government including the organization and practices of the Legislature and the Executive Branch; principles, practices, and trends of public administration, organization, and management; techniques of organizing and motivating groups; program development and evaluation; methods of administrative problem solving; principles and practices of policy formulation and development; and personnel management techniques; the department's or agency's Equal Employment Opportunity Program objectives; and a manager's role in the Equal Employment Opportunity Program.

(2) Ability to plan, organize, and direct the work of multidisciplinary professional and administrative staff; analyze administrative policies, organization, procedures and practices; integrate the activities of a diverse program to attain common goals; gain the confidence and support of top level administrators and advise them on a wide range of administrative matters; develop cooperative working relationships with representatives of all levels of government, the public, and the Legislature and Executive branches; analyze complex problems and recommend effective courses of action; and prepare and review reports; and effectively contribute to the department's or agency's Equal Employment Opportunity objectives.

These knowledge and abilities are expected to be obtained from the following kinds of experience with substantial participation in the formulation, operation and/or evaluation of program policies (experience may have been paid or volunteer; in State service, other government settings, or in a private organization):

CEA Level A Responsible for broad administrative and program activities, including the execution and/or evaluation of program policies.

CEA Level B Responsible for extensive managerial and program administration or broad program manager experience with substantial participation in the formulation, operation, and/or evaluation of program policies.

CEA Level C Responsible for extensive highly professional influence and contributes to

program, policy, and the methods to provide professional services needed to set policies, to meet the mission of the State department and often exercising technical and or professional skills that are required at this level.

DESIRABLE QUALIFICATION(S)

1. Ability to recognize and understand the political environment and consequences of actions as well as an understanding of the roles and responsibilities of constitutionally elected Board Members.
2. Knowledge of the policies and practices of the Board of Equalization.
3. Knowledge of tax laws in the areas of business taxes, property taxes, and income taxes.
4. Demonstrated management and administrative leadership skills, including the ability to facilitate the establishment of priorities.
5. Ability to communicate effectively with taxpayer constituents as demonstrated by strong communications skills; effective negotiating skills and strategies; and particularly the ability to represent the Board effectively with internal Board of Equalization staff, the public, and policy makers.
6. Familiarity of specialized audit, collection, compliance, and property appraisal practices and procedures used in tax administration.
7. Familiarity with and ability to interpret taxation, tax laws, rules, and regulations administered by the California State Board of Equalization, including related legal opinions and court decisions.
8. A willingness to work irregular hours with limited notice and to travel at the request of the Board Member.
9. A willingness to work in a high-rise building.

EXAMINATION INFORMATION

A minimum rating of 70% must be attained to obtain list eligibility. Hiring interviews may be conducted with the most qualified candidates. All candidates will receive written notification of their examination results. The result of this examination will be used only to fill the position of **Professional Advisor to Board Member, Second District, Board Member-Elect, Sacramento**, with the **BOARD OF EQUALIZATION**. Applications will be retained for twelve months.

The results of this examination will be used only to fill this position.

The examination process may consist of two phases. Phase One - an application, resume and statement of qualification evaluation. If deemed necessary, Phase Two - a Qualification Appraisal Interview. The Statement of Qualifications will be used to evaluate your educational experience as it relates to the "Desirable Qualifications" and may also serve as documentation of each candidate's ability to present information clearly and concisely in writing since this is a critical factor to successful job performance. The Statement of Qualifications may be the only basis for your final score and rank on the eligible list. Based on the competitive group, the most qualified candidates may be scheduled for a hiring interview. Board Member-Elect Fiona Ma, Second District will make the final selection.

FILING INSTRUCTIONS

All application materials must be received by the Human Resources Division by the final filing date

by 4:00 PM. Faxes will be accepted [(916) 322-3866], however, the originals must be received prior to the start of the examination. Do not send your application via interoffice or interagency mail. Applications received in this manner will not be accepted and cannot be returned pursuant to California Code of Regulations 174. Applications personally delivered, faxed, received via U.S. Postal Service, or any other delivery service after 4:00 P.M. on the final filing will not be accepted. It is the personal responsibility of each examination candidate to submit their application materials within the timeframe and in the manner specified on this examination bulletin. Submit your application materials to: Human Resources Division, State Board of Equalization, 450 N Street, MIC: 20, Sacramento, California 95814, Attention: Terri Deane.

Interested applicants must submit:

- A completed Standard State Application (Form 678).
- A "Statement of Qualifications". The Statement is a narrative discussion of how the candidate's education, training, experience, and skills meet the minimum and desirable qualifications and qualify them for the position. The Statement of Qualifications serves as a documentation of each candidate's ability to present information clearly and concisely in writing and should be typed and no more than two pages in length.
- Resumes do not take the place of the Statement of Qualifications.

Applications must be submitted by the final filing date to:

BOARD OF EQUALIZATION, Human Resources Division
450 N Street, Sacramento, CA 95814
Terri Deane | (916) 323-9562 | Terri.Deane@boe.ca.gov

SPECIAL TESTING

If you have a disability and need special testing arrangements, mark the appropriate box in Part 2 of the "Examination Application." You will be contacted to make specific arrangements.

GENERAL INFORMATION

If you meet the requirements stated in this bulletin, you may take this examination, which is competitive. Possession of the entrance requirements does not assure a place on the eligible list. Your performance in the examination described on this bulletin will be compared with the performance of others who take this test, and all candidates who pass will be ranked according to their scores.

The BOARD OF EQUALIZATION reserves the right to revise the examination plan to better meet the needs of the service if the circumstances under which this examination was planned change. Such revision will be in accordance with civil service law and rules and all competitors will be notified.

General Qualifications: Candidates must possess essential personal qualifications including integrity, initiative, dependability, good judgment, and ability to work cooperatively with others.

Class specs: [CEA and Exempt Appointees](#)