



Office of Human Resources
Continuous Improvement Specialist - CA3109
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General Statement of Duties

Performs specialized, professional, complex and multi-dimensional work with teams to prepare, conduct, consult, facilitates, and manages continuous improvement training and events. Provides leadwork and/or supervisory duties to the Continuous Improvement team.

Distinguishing Characteristics

There are three classes in the continuous improvement analyst series; however, this is not a progressive series.

The Continuous Improvement Specialist is distinguished from the Continuous Improvement Associate that performs intermediate level professional work in improvement projects related to process and continuous improvement in the areas of quality, operations, productivity and cost using process improvement methodologies, data, and tools.

The Continuous Improvement Specialist is distinguished from the Continuous Improvement Senior that performs full performance level professional work with teams to prepare and conduct process improvement training and events including developing, preparing materials for use in training and events, coordinating with department/agency management and participants, leading instruction on the use of process improvement tools, facilitating team decisions, managing team work, resolving team conflict, assisting in the development of implementation action plans, analyzing and reporting on data, and conducting follow-up.

Definition of Continuous Improvement:

The continuous improvement analyst plays a lead role in continuous improvement projects by teaching and facilitating groups and teams, managing projects, monitoring for sustainability, presenting results and recommendations, and developing metrics and measurement tools to improve operating processes toward greater efficiency and effectiveness. Able to mentor staff in the development and utilization of continuous improvement methodologies and tools. Plays a key role in the development of a continuous improvement culture throughout the City and County of Denver.

Essential Duties

Presents, facilitates and leads assigned continuous improvement effort (workshops, training & coaching) using methods of appropriate team building, team energizing, data gathering and analysis, problem solving, project management and professional presentation skills.

Consults with leadership regarding organizational development and leadership opportunities to build trust, support and establish partnerships, Lean Charters and Statements for Work for future partnerships, projects, and internal consulting assignments.

Leads and facilitates change management discussions, conflict resolution practices, negotiation techniques, Leader Standard Work methods and project management methodologies. May work across multiple city agencies to deliver training, workshops and events.

Facilitate events using Lean Continuous Improvement tools and methodology to identify current state process, gap analysis and future state. Work with team to identify metrics associated with the process. Facilitate the team in developing recommendations and presenting recommendations to leadership. Calculate benefits as a result of the improvements.

Develop training curriculum to meet training objectives of department/agency. Provides Green and Black Belt training, data analytics training, and department/agency specific requested training.

Creates and evaluates data using analytical and logical reasoning tools, to design and examine data-related components of a business or organizational process improvement plan or charter.

Gathers, organizes, analyzes, and manages data via Gemba Walks, institutional knowledge, and other business strategies, plans and innovations.

Assists with the hiring process, onboarding and in developing new employees. Coaches leads and consults with employees on establishing, maintaining and improving work performance. Identifies opportunities for pilots, experiments and statistical tests.

Provides guidance/instruction regarding process flow, standards, Rapid Improvement Events, project management, performance management, and strategic direction.

Performs other related duties as assigned.

Employees may be re-deployed to work in other capacities in their own agencies or in other City agencies to support core functions of the City during a City-wide emergency declared by the Mayor.

Any one position may not include all of the duties listed. However, the allocation of positions will be determined by the amount of time spent in performing the essential duties listed above.

Competencies

Coaching and Consulting for Leadership - Works with leadership to create strategic plans, key performance indicators, operational standards and overall best practices in organizational management. This includes one-on-one coaching, training, support with data and employee management, and facilitation support across agencies.

Conflict Management – Manages and resolves conflicts, grievances, confrontations, or disagreements in a constructive manner to minimize negative personal impact.

Data and Analysis - Collects, evaluates, tracks, and reports data for frontline staff and executive leadership. Helps agencies establish baselines and key performance indicators, assists in the collection and clean-up of the data, and works with the team to create and report data through data visualization.

Decision Making – Specifies goals and obstacles to achieving those goals, generates alternatives, considers risks, and evaluates and chooses the best alternative in order to make a determination, draw conclusions, or solve a problem.

Influencing/Negotiating – Persuades others to accept recommendations, cooperate, or change their behavior; works with others towards an agreement; negotiates to find mutually acceptable solutions.

Interpersonal Skills – Shows understanding, friendliness, courtesy, tact, empathy, cooperation, concern, and politeness to others and relates well to different people from varied backgrounds and different situations.

Project Management – Manages all aspects of one or multiple projects through initiating, planning, executing, monitoring, and closing project, complying with established control systems and rules. Monitors processes, progress, and results. Determines objectives, sets priorities, delegates work, and provides others with a clear direction. Works with others towards an agreement that may involve exchanging specific resources or resolving differences.

Working with People - Shows respect for the views and contributions of other team members. Shows empathy, listens, supports, and cares for others, and reconciles conflict.

Knowledge & Skills

Knowledge of continuous improvement principles and methods, team development and team leadership techniques, and project management methods.

Ability to plan, coordinate, schedule, lead, evaluate, and complete assignments.

Ability to analyze and solve problems.

Ability to manage and interact effectively with diverse groups.

Ability to conduct analysis, interpret data and facilitate projects with minimal supervision.

Level of Supervision Exercised

Perform lead work or supervises employees within the functional area.

Education Requirement

Bachelor's Degree.

Experience Requirement

Three (3) years of professional level experience consulting with management providing expertise in process improvement techniques to achieve department/agency objectives which includes applying organization and business knowledge to market and communicate the benefits of Continuous Improvement and operates with substantial latitude for independent action or decision.

Education & Experience Equivalency

One (1) year of the appropriate type and level of experience may be substituted for each required year of post-high school education.

Additional appropriate education may be substituted for the minimum experience requirements.

Licensure & Certification

None

Working Environment

Subject to varying and unpredictable situations.

Maybe Potential exposure to hazardous chemicals.

Subject to many interruptions.

Subject to pressure for multiple calls, inquiries, and interruptions.

Level of Physical Demand

2-Light (10-20 lbs.)

Physical Demands

(Physical Demands are a general guide and specific positions will vary based on working conditions, locations, and agency/department needs.):

Agility: Ability to move quickly and easily.
 Carrying: Transporting or moving an object.
 Color vision: Ability to distinguish and identify different colors.
 Crawling: Moving about in a low or crouched position.
 Crouching: Positioning body downward and forward.
 Eye/Hand/Foot Coordination: Performing work through using two or more body parts or other devices.
 Fine Dexterity: Sufficient coordination to operate a vehicle and manipulate objects.
 Fingering: Picking and pinching, through use of fingers or otherwise.
 Handling: Seizing, holding, grasping, through use of hands, fingers, or other means.
 Hearing/Talking: Perceiving and comprehending the nature and direction of sounds/ability to communicate ideas.
 Hearing: Perceiving and comprehending the nature and direction of sounds.
 Kneeling: Assuming a lowered position.
 Lifting: Moving objects weighing no more than 20 pounds from one level to another.
 Oral Comprehension: Ability to discern the meaning of oral speech.
 Pulling: Exerting force upon an object so that it is moving to the person.
 Pushing: Exerting force upon an object so that it moves away from the person.
 Reaching: Extending the hands and arms or other device in any direction.
 Repetitive motions: Making frequent or continuous movements.
 Sitting: Remaining in a stationary position.
 Standing: Remaining in a stationary position.
 Stooping: Positioning oneself low to the ground.
 Talking: Communicating ideas or exchanging information.
 Vision Far Acuity: Ability to perceive or detect objects clearly at 20 feet or more.
 Vision Near Acuity: Ability to perceive or detect objects at 20 inches or less.
 Vision: Ability to perceive animal behavior, comprehend signs, and detect color.
 Walking: Ability to move or traverse from one location to another.
 Written Comprehension: Ability to discern the meaning of written words.

Background Check Requirement

Criminal Check
 Education Check
 Employment Verification
 By position, Motor Vehicle Record

Assessment Requirement

None

Probation Period

Six (6) months.

Class Detail

Pay Grade: EX-12
FLSA Code: Y
Established Date: 2/24/2019
Established By: GT
Revised Date: 10/31/23
Revised By: BM
Class History:
 7/23/21 - Revised title; 10/31/2023 - revised distinguishing characteristics and education.