

SOP

OPENING A POSITION

STANDARD OPERATING PROCEDURE

SOP TITLE:	OPENING A POSITION	SOP DOCUMENT ID:	HR00
DATE:		PREPARED BY:	

POLICY

Position openings (backfills and new positions) must be supported via a detailed position requisition form and current job description. The compiled documents must be presented to the CFO/Owner for approval/sign-off based on the company budget, headcount, or other organizational specifications. Only upon approval can recruitment activities commence.

PURPOSE

To provide a process that supports the opening of a position. This process clarifies requirements, position skills, experience, and position competencies. This method minimizes the risks associated with non-compliance to employment laws and adheres to the organizational budget and associated recruiting budget.

SCOPE

This SOP applies to all organizational hiring managers and the Human Resources Department. The Financial Officer or Company Owner will approve all new and backfill positions.

RESPONSIBILITIES

Hiring Manager – shall be responsible for providing the current job description for the open position. The hiring manager will work with the HR Representative in completing the Position Requisition.

Human Resources Representative – shall assist the Hiring Manager with the job description to ensure compliance—the HR Rep will work with the Hiring Manager in filling out the Position Requisition.

CFO/Owner – will review the position Requisition and attached job description. They will sign off on the position based on budget or organizational needs. The CFO/Owner will notify both parties.

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J Dewey



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