

**Town of Natick
Job Description**

Position Title:	Assistant Assessor (Certified)	Grade Level:	3
Department	Assessor	FLSA Status	Exempt
Reports to:	Director of Assessment		

Supervision Required: Incumbent works under the general supervision of the Director of Assessing, from whom he receives and carries out assessing policies and procedures, *as* well as receiving work assignments. A great deal of work is carried out in a team environment and with a degree of independence. Incumbent must look to State Statues, regulations and guidance in performing job responsibilities. Incumbent is a technical expert and is so regarded.

Supervisory Responsibility: Incumbent is not a supervisor, but may give instructions to other staff workers in data collection and in report preparation. Most work is predictable, but because of the need to apply formulas in many operations, workloads must be juggled in meeting imposed deadlines.

Accountability: The Assistant Assessor must adhere to the assessing schedule imposed by the Department of Revenue. The individual must be prepared for multiple deadlines and be able to multi-task. The individual must be able to make judgment calls every day swiftly, correctly and efficiently. It is imperative that the assistant communicate to the team the decisions made and the reason the decision was made.

Judgment: Individual judgment and the application of professional knowledge and experience are required in selecting the appropriate practices, procedures, regulations, or guidelines to apply in each case.

Complexity: This work carries with it *a* variety of assignments in a very technical field. Explaining complex policies and practices of assessing to taxpayers and others is difficult and must be handles with tact and a high degree of knowledge of the assessing field. Meeting deadlines and seeing to it that all work is completed with accuracy is an important component of the job.

Confidentiality: Multiple tasks performed and information received by the Assessor’s or staff members is not open to public disclosure, as cited in Mass General Laws. The Assistant must always be respectful of taxpayer’s privacy and mindful of the General Laws.

Work Environment: This work embraces both office and field work. In this busy office, there are many interruptions to on-going work by visitors and by phone. Hence, noise is very much part of the office environment and must be accepted. Stress demands are caused by the interplay of noise and the need to meet fairly strict deadlines. Physical work in the office consists of standing and walking and of carrying heavy books from time to time. In the field, walking over uneven soil surfaces and into construction work is often a necessity, in order to view properties.

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Nature and Purpose of Contacts: Primary contact is with the Director of Assessing for the purpose of receiving work assignments and for receiving any and all changes in assessing and in general office operations. Incumbent works as part of a team with other employees of the department. Incumbent is expected to have on-going relations with taxpayers, attorneys, property owners and others for the purpose of giving and exchanging information related to the work of assessing. Hearing and responding to complaints is a major component of the job.

Occupational Risks: Field work must be conducted in all types of weather. Property locations are not always well maintained.

Essential Functions:

The essential functions or duties listed below are intended only as illustrations of the various type of work that may be performed. The omission of specific statements of duties does not exclude them from the position if the work is similar, related, or a logical assignment to the position.

- Responsible to the Director of Assessing for complex administrative and professional work in the inspection and valuing of real and personal property.
- Conducts and tracks the inspections of properties: Including Building permits, new construction and property sales. Inspections consist of interior and exterior re-listing and review. All inspections are done in a uniform manner to insure full market value of all property.
- Performs a variety of computer operations to assist in the statistical analysis of assessment levels, land valuation and related analyses, as directed. Develops and maintains computer database, spreadsheet, and office automation applications.
- Maintains, corrects, validates and keeps current and reliable information in the computer system. Enters property characteristics in a uniform manner consistent with office procedures.
- Responsible for the preparation of a variety of reports, such as: monthly sales, annual growth, and numerous administrative and appraisal reports required in the operation of the Assessor's Office.
- Establishes assessments for new; remodeled, renovated or other improvements in residential, commercial and industrial properties in conjunction with field inspections and according to market data.
- Meets with taxpayers to discuss property characteristics, valuations, and the methodology used to appraise property.
- Attends and participates in training programs offered by the State DOR, professional association, or institute of higher education to maintain and improve proficiency in appraisal methodology.

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- Performs other related duties of the class, as required.

Recommended Minimum Qualifications:

Education and Experience: or any equivalent combination of education, training and experience which provides the required knowledge, skills and abilities to perform the essential functions of the job.

- This level of work involves technical expertise in appraisal and market analysis as may be gained by not less than three years of hands-on-work experience in assessing or real estate appraisal work.
- A candidate for this class of position must be a high school graduate and should hold a Bachelor Degree from a college or have successfully completed an Associate Degree from community college training plus not less than four years of work experience in assessing or in real estate appraisal work.
- Candidate must be in general good health and hold a Mass. Driver's License.
- Candidate must be able to demonstrate possession of the required knowledge skills and abilities to perform this work.

Special Requirements:

- Candidate should have successfully completed courses in Real Estate Appraisal and in a Massachusetts State sponsored training in Assessing.
- The individual must have at least a MAA designation or its equivalent such as the related IAAO certification.

Knowledge, Abilities and Skill

Knowledge:

- Considerable knowledge of the laws, regulations and procedures applicable to local government assessing work in order to ensure proper and adequate assessment administration.
- Working knowledge of the concepts, practices, tools and methods relating to the assessment of property, and in order to discuss complex questions relating to assessing work.
- Working knowledge of construction materials, costs and workmanship.
- Working knowledge of CAMA assisted appraisal systems.

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Abilities:

- Ability to operate a computer in order to input and retrieve information, to make analysis of data, and to process billing.
- Ability to communicate effectively with others, both orally and in writing.
- Strong analytical and math skills. Ability to make complex mathematical computations including regression analysis with accuracy.
- Ability to sketch accurately properties manually and with the aid of the computer appraisal software.

Skill:

- Good interpersonal skills to work in a team environment.
- Skill in the operation of office machines and equipment of the department.
- Skill in applying formulae and tables in the assessment of real and personal property.

Physical and Mental Requirements

The physical demands described here are representative of those that must be met by an employee to successfully perform the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the position's essential functions.

Physical Skills:

- Drive and hold a valid Massachusetts license.
- Must have the ability to walk and see property in all weather conditions.
- The individual must be able to physically walk in uneven locations, and perhaps unfinished building sites.

Motor Skills:

- Measure accurately buildings and sketch and convert mathematically square footage and data characteristics.

Visual Skills:

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- Must have the ability to compare and assess property with visual inspection.

This job description does not constitute an employment agreement between the employer and the employee, and is subject to change by the employer, as the needs of the employer and requirements of the job change.