**Human Resources**

The Human Resources job family is somewhat narrowly defined compared to many others. However, these jobs are unique enough to warrant a discrete job family.

Jobs in this family can be highly specialized, such as professional and support staff with responsibility for benefits, compensation, or training. Some positions may require practitioners to possess a broader range of ‘generalist’ capabilities. Consequently, those entering these positions can come from within or outside the University environment with varied educational preparation and prior experience.

HR support positions typically do not require an incumbent to have any post-secondary education. However, all professional positions will require at least a bachelor’s degree and the most senior positions will require a master’s degree in an appropriate field. A terminal degree is rarely required for even the most senior HR practitioners.

Career development opportunities are usually possible in most HR departments where an individual can experience vertical mobility, either by pursuing a specialized career path, or by developing a more broadly based skill set.