



LAKE FOREST
COLLEGE

Tips for Writing a Great Job Description

Having a clear and complete job description is essential for finding the best fit for your job and department. To help you with this task, we have created a few tips.

Writing the Description

The key to a great job description is to be as specific as possible about the tasks, duties and responsibilities your student employees will be required to do. Here are three steps to writing a great description:

1. Start by identifying the simplest and most basic elements of the job. List about ten to twenty of these tasks. Then organize and summarize them into like groups.
2. Once you have your tasks, duties and responsibilities listed and grouped, write an overview of the position. The overview is like a summary and should be no longer than a couple of sentences long. You should identify the department and reporting structure. The list of tasks, duties and responsibilities will follow the overview.
3. Add any additional information that may be useful to your prospective employees.

Below are a few examples of taking job descriptions from good to great:

Good	Better
<p>This is a great position for any student who is tech-savvy.</p>	<p>The Lab Help Desk Assistant is a member of a team-oriented staff and shares in the responsibility of providing the campus community with technology support services. The Lab Help Desk Assistant is responsible for providing first and second level technical support that ensures client questions and problems are resolved in a timely and professional manner. She/he is also responsible for helping develop and maintain the following client support systems: Helpdesk, Library Student Helpdesk, Virtual Helpdesk, and the trouble ticket system. All Lab Help Desk Assistants report to the manager of Helpdesk Services.</p>

<p>This person will need to provide excellent customer service to clients and provide office assistance as needed.</p>	<p>The ABC Organization is in need of an Office Assistant. This person should be a detail-oriented, organized self-starter who can work independently with minimal supervision. Duties include but are not limited to:</p> <ul style="list-style-type: none"> • Greeting visitors to the office and answering questions in a professional manner • Answering the main line and directing calls/taking messages as needed • Assist staff with copying and filing as needed • Data-entry using Excel • Assist with mailings and other duties as assigned
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Identify Key Qualifications

Determine what your minimum and preferred qualifications are for the job. Minimum qualifications are what the person absolutely must have to start the job and preferred qualifications identify your ideal candidate. The key is to find a happy medium between the two. Below are examples of the most common mistakes to avoid when setting your qualifications and options you can choose instead:

- **Vague Language**

Don't:	Do:
Excellent customer service skills	Greeting visitors, friendly attitude, experience working with a diverse population
Office skills	Highly organized, attention to detail, previous experience in an office setting
Computer-savvy	Knowledge of Mac and PC; experience working with Microsoft Access Databases; knowledge of Adobe Creative Suite, HTML

- **Unnecessarily Limiting Your Pool**

Don't:	Do:
Must be a Music major	Must be able to read music sheets and play at least one instrument
Must have a GPA of 3.0 or above	Must earn a 3.0 or above in the following courses
Juniors or Seniors only	Focus on experiences and skills student may have on campus that will help them in this position versus assuming a junior or senior will do a better job

- **Biased Statements**

Don't:	Do:
Male student to help with heavy lifting and moving of boxes	Must be able to lift 50lbs or more
No international students or (insert nationality) students only	Focus on the communication skills you require for the position. Examples: <ul style="list-style-type: none"> - Must be proficient in speaking and writing (insert language) - Must have excellent command of (insert language) - Must be able to translate from (insert language) to (insert language)

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Employers who do not comply with equal opportunity laws are not allowed to recruit Lake Forest College students and alumni.

Next Steps

Once you have your job description written and approved by your Human Resource department, we encourage you to post it to the Lake Forest College online job board. Instructions on how to post a position can be found by going to www.lakeforest.edu/employers.

Please make sure to review our [Recruiting Policies & Procedures](#) before posting your position.

For information on how to start an internship program, please [click here](#).

For additional information and resources, please feel free to call us at 847-735-5235.