Natural Resources Specialist

CLASS TITLE	CLASS CODE	SALARY GROUP	SALARY RANGE
NATURAL RESOURCES SPECIALIST I	2682	B16	$40,918 - $61,130
NATURAL RESOURCES SPECIALIST II	2683	B18	$45,521 - $71,055
NATURAL RESOURCES SPECIALIST III	2684	B20	$51,158 - $81,351
NATURAL RESOURCES SPECIALIST IV	2685	B22	$57,614 - $93,138
NATURAL RESOURCES SPECIALIST V	2686	B24	$65,104 - $106,634

GENERAL DESCRIPTION

Performs natural resources work involving conservation, management, protection, preservation, or utilization of natural resources.

EXAMPLES OF WORK PERFORMED

Performs data collection, research, analysis, evaluations, inspections, and/or surveys to determine the impact on natural resources.

Collects and analyzes natural resources, including environmental and/or botanical samples, as well as chemicals, toxic dust, pollutants, and/or other contaminants.

Conducts inspections, surveys, assessments, and studies; evaluates results with regard to their impact on natural resources; prepares recommendations regarding findings; and conducts follow-up inspections as required.

Evaluates compliance requests and develops strategies for remedies.

Prepares technical papers, permits, publications, and reports.

Prepares, assembles, and distributes educational materials and conducts educational presentations and training programs.

Performs related work as assigned.

DESCRIPTION OF LEVELS

Examples of work and descriptions are meant to progress through the levels. For example, an employee at level V may also perform work listed within the previous levels.

***Note**: Factors that may distinguish between the journey levels include the degree of independence in performing the work and the complexity of the work and may include the employee's years of related experience, education, and certifications. Employees at the journey*

levels may independently perform the full range of work listed in the examples or may assist others in that work.

NATURAL RESOURCES SPECIALIST I: Performs routine (journey-level) natural resources work. Works under moderate supervision, with limited latitude for the use of initiative and independent judgment. Employees at this level may rely on direction from others to solve problems that are not standard. Employees may also assist others in performing work of greater complexity.

NATURAL RESOURCES SPECIALIST II: Performs complex (journey-level) natural resources work. Works under general supervision, with moderate latitude for the use of initiative and independent judgment. Employees at this level may work more independently than those at the previous level and may routinely assist others in performing work of greater complexity. Employees at this level may:

- Conduct research or field studies on natural resources hazards.
- Research, prepare, and review technical papers, permits, publications, and reports.
- Validate natural resources data and assist in the development and use of complex simulation models and associated software.

***Note**: Any senior-level employee (levels III-V) can serve as a team lead or supervisor; however, supervisory responsibilities within this job classification series will normally be found at levels IV and V. Senior-level employees may perform the full range of work listed in the examples above and may coordinate or oversee that work for others. Factors that may distinguish between senior levels include the scope of responsibility and oversight, the complexity of the work performed, and the employee's related experience, education, and certifications.*

NATURAL RESOURCES SPECIALIST III: Performs highly complex (senior-level) natural resources work. Works under limited supervision, with considerable latitude for the use of initiative and independent judgment. Employees at this level may:

- Coordinate and/or perform data collection, research, analysis, evaluations, inspections, or surveys, and evaluate impact on natural resources.
- Coordinate and/or perform the activities of a natural resources program, and develop methods for improved management and technical techniques.
- Coordinate inspections, surveys, assessments, and studies; evaluate results with regard to their impact on the state's natural resources; prepare recommendations regarding findings; and conduct follow-up inspections as required.
- Conduct environmental, ecological, meteorological, or pollution-control assessments.
- Participate in public hearings, facilitates group discussions, provides technical assistance, and serves as a technical advisor and consultant on natural resources programs.
- Process and review applications for permits and licenses.
- Prepare educational materials and training and operational manuals used in implementing a natural resources program.
- Research, prepare, review, and edit technical papers, permits, publications, and reports.

- Validate and review natural resources data, and develop and use complex simulation models and associated software.

NATURAL RESOURCES SPECIALIST IV: Performs advanced (senior-level) natural resources work. Works under minimal supervision, with considerable latitude for the use of initiative and independent judgment. Employees at this level may fully perform highly complex natural resources work and may:

- Oversee and/or perform data collection, research, analysis, evaluations, inspections, or surveys, and evaluate impact on natural resources.
- Oversee and/or perform the activities of a natural resources program and develop methods for improved management and technical techniques.
- Oversee and/or process and review applications for permits and licensing.
- Coordinate the preparation of educational materials and training and operational manuals used in implementing a natural resources program.
- Develop and evaluate environmental and administrative policies and procedures.
- Designs and develop complex simulation models, validate data, and develop reports and technical summaries on the results.
- Evaluate statistical and natural resources data, interpret results, and prepare technical reports of findings.
- Evaluate environmental, ecological, meteorological, or pollution-control assessments.
- Participate in public hearings, facilitate group discussions, and provide technical assistance and advice to management, the public, or other interested groups in the application of appropriate state and federal laws and regulations and natural resources programs and plans.
- Review, approve, and monitor interagency and consultant contracts.
- Research, review, evaluate, and approve technical papers, permits, publications, and reports.
- Formulate state- or area-wide environmental safety or health plans and natural resources programs.

NATURAL RESOURCES SPECIALIST V: Performs highly advanced (senior-level) natural resources work. Works under minimal supervision, with extensive latitude for the use of initiative and independent judgment. Employees at this level may independently perform the most complex natural resources work and may:

- Oversee the processing and review of applications for permits and licensing.
- Oversee inspections, surveys, assessments, and studies; evaluate results with regard to their impact on the state’s natural resources; review recommendations regarding findings; and coordinate follow-up inspections as required.
- Conduct public hearings, facilitate group discussions, and provide technical assistance and advice to management, the public, or other interested groups in the application of appropriate state and federal laws and regulations and natural resources programs and plans.
- Prepare plans and specifications for the development, operation, and maintenance of wildlife management areas.

GENERAL QUALIFICATION GUIDELINES

EXPERIENCE AND EDUCATION

Agencies have the discretion to identify the general or specialized experience, education, or certifications required for positions and may tailor qualification requirements to specifically meet the agency's business needs. Agencies may substitute experience, education, military service, apprenticeships, and relevant credentials for one another, if appropriate and allowed by statute.

KNOWLEDGE, SKILLS, AND ABILITIES

For all levels

- Knowledge of applicable local, state, and federal ordinances and laws; environmental or chemical engineering; chemical and biological analysis techniques and procedures; radiological safety practices and techniques; botany, ecology, taxonomy, and hydrology; and the operation of municipal, agricultural, and industrial water treatment plants.

- Skill in the operation and maintenance of laboratory and environmental equipment, and in the use of a computer and applicable software.

- Ability to conduct inspections, surveys, investigative research, and studies; to analyze environmental and natural resource samples; to prepare reports; to provide expert testimony; and to communicate effectively.

Additional for Natural Resources Specialist III-V levels

- Ability to oversee and/or supervise the work of others.