

Classification Environmental Scientist	Position Number 814-402-0762-205	Location Sacramento (Headquarters)
Division/Branch PPD/ Environmental Monitoring Branch	Supervisor's Classification Senior Environmental Scientist (Supervisory)	Collective Bargaining Identification Designation (CBID) R10
Conflict of Interest Disclosure Category: <input type="checkbox"/> 1 <input checked="" type="checkbox"/> 2 <input checked="" type="checkbox"/> 3 <input type="checkbox"/> N/A	Incumbent (If filled) VACANT	

☐ **Job requires driving automobile:** In this position, the incumbent may, as needed, drive a state vehicle for work purposes. (Employee must complete DPR-034, Request for Driver Record Information).

SUPERVISORY RESPONSIBILITIES
(Check One)

☐ Managerial ☐ Supervisory ☐ Lead Person ☒ None

Direct Supervision Exercised:		Indirect Supervision Exercised:	
No. of Employees	Classification Title	No. of Employees	Classification Title

I have read and discussed these duties with my supervisor.

Employee Signature	Date
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I certify that the DPR-217 accurately represents the duties and responsibilities of the position.

Supervisor Signature	Date
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Description of Duties (*Attach additional sheets, if necessary, and identify position information*)

Summarize the regularly assigned duties of the position by percentage in descending order. Do not combine distinct activities into a single percentage. Descriptive information should reflect variety and complexity of duties through: supervision exercised and/or received; responsibility for decision making and consequence of error; analytical requirements; special knowledge; skills or abilities required; level, type and frequency of public contact; and unusual working conditions (i.e., field work, bilingual services, etc.); and physical requirements (physical demands, environmental demands).

Percent of Time	Activity
	Under the close supervision of a Senior Environmental Scientist (Supervisory), the Environmental Scientist (ES) performs less complicated and responsible tasks following detailed instructions and specific standards to identify, research and solve pesticide-related environmental problems. The ES assists in the coordination of studies and projects. The ES prepares initial drafts of reports, prepares drafts of routine correspondence, performs less complex statistical analysis and answers questions of a routine and minor nature. Specific responsibilities include:
	<u>ESSENTIAL FUNCTIONS:</u>
30%	Evaluates the environmental impacts of pesticides proposed for registration using contaminant transport modeling tools, environmental fate and pesticide use data. Meets with pesticide registrants and other DPR staff to discuss evaluation results, additional registration data needs, and potential mitigation measures to reduce the threat of groundwater pollution.
30%	Writes scientific reports and technical documents for publication. Participates in departmental and professional peer reviews. Makes oral presentations to governmental organizations, scientific associations, regulated community members and the public. Conducts scientific literature searches and obtains departmental and other data using a variety of software tools and techniques.
25%	Plans, organizes, conducts, and coordinates less difficult scientific research studies to determine the environmental impacts of pesticides on soil and water. Participates in field sampling in support of groundwater program objectives. Devises and documents sampling techniques and instructs others in their use. Updates and maintains program databases. Prepares ADA-compliant accessible documents for the program.
10%	Collaborates with public agencies, universities, growers, registrants, County Agricultural Commissioners, and other stakeholders on environmental monitoring projects of a routine and minor nature. Negotiates and manages extramural contracts and agreements.
	<u>MARGINAL FUNCTIONS:</u>
5%	Performs other duties consistent with the specifications of the classification.
	<u>WORKING CONDITIONS:</u>
	Employee must be capable of performing field studies and site visits that may involve hiking or climbing in areas with moderate slopes, unpaved surfaces, undeveloped roads, and other areas or structures where studies may be required. The employee must have the ability to conduct fieldwork for long hours under a variety of climatic conditions and, also, operate vehicles on public roadways or travel to remote areas. Travel on short notice and overnight stays will be required on trips to various field locations and meetings.

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Percent of Time	Activity
	<p><u>RANGE DIFFERENCES:</u></p> <p><i>Range A:</i> Working at the entry level under the close supervision of a Senior ES, the ES Range A performs the less difficult and responsible tasks in accordance with detailed instructions and specific standards. Conducts preliminary and less complex research and statistical analysis. Assists in the coordination of studies and projects. Prepares preliminary drafts of reports; prepare drafts of routine correspondence; answer questions of a routine and minor nature</p> <p><i>Range B:</i> Working under the general supervision of a Senior ES, the ES Range B performs research and statistical analysis of average difficulty. Coordinates studies and projects. Prepares reports, correspondence, and answers questions of a routine and minor nature. Prepares fewer complex reviews of data, project proposals and reports.</p> <p><i>Range C:</i> Working independently at the full journey level under the direction of a Senior ES, the ES, Range C performs the more complex tasks. Coordinates complex studies and projects. Performs complex research and statistical analysis. Develops and trains others on the use of new field methods for assessing pesticide contamination. Recruits, interviews, and serves as Lead to Scientific Aids and Student Assistants.</p> <p><u>CRITICAL JOB COMPETENCIES:</u></p> <p>Communication - Make clear and convincing oral presentations to individuals or groups; inform, persuade, build consensus; know the audience; facilitate open exchange of ideas/opinions; select and use appropriate communication approach; actively listen; effectively use e-mail; avoid mixed messages - the body language says one thing, the words another; and apply business-writing principles to all written communications.</p> <p>Ethics/Integrity - Create culture of trusting relationships; demonstrate trust and principled leadership; promote organizational vision and values through ethical leadership principles; tell it straight - open and honest even about the bad news; admit mistakes - not an admission of weakness but as having integrity and being trustworthy; and provide examples of the vision and values of the organization through own authenticity.</p> <p>Flexibility/Adaptability - Readily integrate changes midstream into work processes and outputs; demonstrate openness to new organizational structures, procedures, and technology; and shift gears comfortably.</p> <p>Problem Solving - Persevere in the face of obstacles such as diminishing financial resources; know there is more than one way to get to the destination; anticipate problems and encourage a culture of proactive problem solving; and ensure comprehensive evaluation of the costs and benefits of all options in determining the preferred solution.</p> <p>Project Management - Garner support for projects; develop work plan with tasks, timeframes, milestones, resources, and dependencies; use resources efficiently and manage effectively within budget</p>

Description of Duties (*Attach additional sheets, if necessary, and identify position information*)

Summarize the regularly assigned duties of the position by percentage in descending order. Do not combine distinct activities into a single percentage. Descriptive information should reflect variety and complexity of duties through: supervision exercised and/or received; responsibility for decision making and consequence of error; analytical requirements; special knowledge; skills or abilities required; level, type and frequency of public contact; and unusual working conditions (i.e., field work, bilingual services, etc.); and physical requirements (physical demands, environmental demands).

Percent of Time	Activity
	<p>limits; anticipate potential problems and institute controls and contingency plans to address them; and monitor project progress.</p> <p>Self-Motivation, Optimism, Sustained Commitment, Perseverance, Patience - Demonstrate a bias toward optimism and maintain sense of humor; retain stamina and bounce back from setbacks; view mistakes as opportunities for growth/positive learning experiences; and empower yourself first and then your staff.</p> <p>Teamwork - Facilitate and maintain cooperative working relationships; work toward accomplishment of group goals; value and encourage the input and expertise of others; and foster commitment, team spirit, pride, and trust.</p> <p>Technical Credibility – Understand and appropriately apply procedures, requirements, policies, and regulations related to specialized expertise; integrate technology into the work to improve program effectiveness; possess up-to-date knowledge in the profession and industry and access other expert resources when appropriate; and translate concepts and ideas into strategies and action steps.</p>