**Department Statement:**

*California is one of the most biodiverse places on the planet. As such, the Department of Fish and Wildlife (CDFW) values diverse employees working together to protect nature for all Californians. CDFW is committed to fostering an inclusive work environment where all backgrounds, cultures, and personal experiences can thrive and connect others to our critical mission.*

| **INSTRUCTIONS:** A duty statement and organizational chart must be submitted with each Request for Personnel Action, Form 242 | EFFECTIVE DATE  E-FB 22-014 |
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| DFW DIVISION/BRANCH/REGION/OFFICE  Wildlife and Fisheries Division/Fisheries Branch | POSITION NUMBER (Agency-Unit-Class-Serial)  565-033-0765-047 |
| UNIT NAME AND LOCATION  Inland Fisheries/West Sacramento | CLASS TITLE  Senior Environmental Scientist (Specialist) |
| INCUMBENT  Vacant | CURRENT POSITION NUMBER (Agency-Unit-Class-Serial) |
| BRIEFLY DESCRIBE THE POSITION’S ORGANIZATION SETTING AND MAJOR FUNCTIONS  Under the general direction of a Senior Environmental Scientist (Supervisor) for Fisheries Branch, the incumbent will provide leadership, coordination, and technical expertise on fisheries restoration projects with prioritization on evaluating nature-based solutions involving beaver. The incumbent will be responsible for evaluating the impacts or benefits to native fish populations and riparian habitats in watersheds proposed for reintroduction of beavers and Beaver Dam Analogue (BDA) restoration projects. This position will be located within the Inland Fisheries Program and will require extensive coordination with both inland and anadromous fisheries scientists. The incumbent will compile and communicate a variety of technical watershed restoration data to diverse audiences including scientists, Department leadership, and the general public. | |

| **PERCENTAGE OF TIME PERFORMING DUTIES** | INDICATE THE DUTIES AND RESPONSIBILITIES ASSIGNED TO THE POSITION AND THE PERCENTAGE OF TIME SPENT ON EACH. GROUP RELATED TASKS UNDER THE SAME PERCENTAGE WITH THE HIGHEST PERCENTAGE FIRST. (USE THE REVERSE SIDE IF NECESSARY.) | | |
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| 40%  30%  15%  10%  5% | **ESSENTIAL FUNCTIONS**:  **Coordination:** Serve as the Department’s Statewide Fisheries Habitat Restoration Coordinator responsible for evaluating efficacy, benefits, and/or impacts of restoration projects on native fish populations and riparian habitats. Act as the Fisheries Branch liaison regarding the coordination and review of statewide restoration grant programs for fisheries restoration actions involving beaver reintroductions and Beaver Dam Analog (BDA) projects. Participate as a member of the Department’s Beaver Unit in the development of beaver management actions and polices regarding native fish populations. Coordinate with Watershed Restoration Grants Branch, Engineering, Fish Health, Water Branch, and regional fisheries staff to evaluate fisheries restoration projects. Provide leadership and coordination with partner federal and state agencies, Tribal partners, scientific community, and stakeholders addressing fisheries habitat restoration priorities and actions. Track implementation of projects and monitoring initiatives statewide.  **Technical:** Provide technical expertise on evaluation of watershed restoration projects with prioritization on evaluating nature-based solutions involving beaver. Evaluate the impacts or benefits to native fish populations and riparian habitats in watersheds proposed for reintroduction of beavers and Beaver Dam Analogue (BDA) restoration projects. Collate and analyze real-time climate and streamflow data to preemptively identify potentially imperiled native fish populations as well as high quality cold water refugia for restoration, reintroduction, and translocation efforts. Lead the compilation and analyses of biodiversity data collected statewide from restoration projects, ecosystems containing beaver populations, and areas where beaver relocations/reintroductions have occurred. Prepare technical reports, summaries, recommendations, and briefings relating to beaver-related impacts and benefits to freshwater ecosystems and native fishes.  **Management and Policy:** Provide management and policy guidance to Department leadership, Directorate science advisors, and Department staff statewide on fish/beaver interactions and associated reintroduction and restoration actions. Develop and recommend policy, guidance, training, or workshops to regional and headquarters staff on topics pertaining to watershed/riparian ecology, habitat restoration, biodiversity, climate resiliency, fish/beaver interactions, water quality, and freshwater connectivity. Assist in developing toolkits and training in the design and implementation of fisheries restoration projects and enhancement within beaver habitat or proposed beaver habitat.  **Program Support:** Provide expert analysis of state and federal policies and legislation affecting fisheries, including detailed bill analysis; developing recommendations for new or revised policies, procedures, or management plans for native fish populations; analyzes complex data and prepares technical reports on fisheries management, including synthesis of existing fisheries data; provides technical review for research, incidental take, and listing regulations/permits under the provisions of California Endangered Species Act (CESA) and Endangered Species Act (ESA); assist with review and compliance of California Environmental Quality Act (CEQA) for native fish restoration projects.  **NON-ESSENTIAL FUNCTIONS:**  Perform administrative tasks; attend career development and training/programs to contribute to the achievement of Fisheries Branch’s goals and objectives; respond to general public and or technical staff questions; and assist with regional and headquarters program priorities.  **Special Personal Characteristics:** Ability to effectively manage large, lengthy, complex projects. A high degree of personal initiative, dependability, professionalism, and integrity is expected. Ability to assess situations concerning resource issues and make sound decisions independently. Ability to work in multi-disciplinary teams to achieve a common goal. Demonstrates empathy and understanding of stakeholders’ interests. Ability to conduct interest-based negotiation with diverse groups of the public and government. Ability to use creative thinking and adaptability in problem-solving.  **Interpersonal Skills**: Ability to work independently and in a team setting. Ability to get along with diverse personalities while maintaining a high level of professionalism. Provides leadership in  accomplishing the functions and objectives of the Inland Fisheries Program, and ability to collaborate with staff throughout the state. Communicates politely, tactfully, and firmly as necessary with members of the public, and demonstrates excellent listening skills and effective negotiation skills. Strong ability to work with people, identify, and assist in the development of partnerships.  **WORKING CONDITIONS**:  Performs duties in office environment and at various meetings and venues, and through web-based meeting platforms. Ability to use a personal computer and keyboard at least several hours a day, which may involve moving around for brief periods to access files, references, and other program materials. In addition to working with West Sacramento based staff, interact with regional staff and members of the public via e-mail, internet conferencing, telephone and onsite to complete work assignments. The position may require travel throughout the State including overnight travel, early mornings, late nights, weekend work, hiking over uneven and possibly steep or wet terrain, use of 4-wheel drive vehicle, and work in inclement weather. Incumbent will occasionally direct and conduct biological resource work in the field. A valid California driver’s license is required to drive to meetings and field sites. The position may require the incumbent to wear a uniform identifying the employee as Department staff. This position is eligible for up to four days a week of telework. | | |
| **SUPERVISOR’S STATEMENT**: **I HAVE DISCUSSED THE DUTIES OF THE POSITION WITH THE EMPLOYEE.** | | | |
| **PRINT SUPERVISOR’S NAME** | | **SUPERVISOR’S SIGNATURE** | **DATE** |
| **EMPLOYEE’S STATEMENT**: **I HAVE DISCUSSED WITH MY SUPERVISOR THE DUTIES OF THE POSITION AND HAVE RECEIVED A COPY OF THE DUTY STATEMENT.**  **I HAVE READ AND UNDERSTAND THE DUTIES AND ESSENTIAL FUNCTIONS OF THE POSITION AND CAN PERFORM THESE DUTIES WITH OR WITHOUT REASONABLE ACCOMMODATION.** | | | |
| **PRINT EMPLOYEE’S NAME** | | **EMPLOYEE’S SIGNATURE** | **DATE** |