

DUTY STATEMENT

DFW 242A (REV. 03/18/14)

INSTRUCTIONS: A duty statement and organizational chart must be submitted with each Request for Personnel Action, Form 242	EFFECTIVE DATE
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DFW DIVISION/BRANCH/REGION/OFFICE Bay Delta Region (Region 3)	POSITION NUMBER (Agency-Unit-Class-Serial) 565-323-0765-XXX
UNIT NAME AND LOCATION Interagency Ecological Program – Fish Facilities Unit – Stockton	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 direction of a Senior Environmental Scientist (Supervisory), this position is responsible for implementing various fish salvage facilities related aspects of the California Endangered Species Act Incidental Take Permit No. 2081-2019-066-00 for the Long-Term Operation of the State Water Project and acts as a lead for the Fish Facilities Unit of the Interagency Ecological Program (IEP). This includes managing fish salvage data collected from the State Water Project and Central Valley Project. The position designs and implements field studies; briefs and reports to internal and external agency management; and conducts detailed analysis, synthesis, and modeling of large and complex fish and invertebrate datasets.

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.)
35%	<p><u>ESSENTIAL FUNCTIONS:</u></p> <p>FISH SALVAGE DATA EXPERTISE AND ANALYSIS: Analyze and evaluate management-relevant questions related to water exports and fish entrainment based on Incidental Take Permit (ITP) requirements or technical working groups within the IEP. Emphasis will be on species listed under the California Endangered Species Act (CESA), specifically Spring- and Winter-Run Chinook Salmon, Delta Smelt, and Longfin Smelt. Synthesize multiple datasets and conduct complex analyses and models independently and as part of Management Analysis and Synthesis Teams.</p>
25%	<p>PUBLICATION AND PRESENTATION: Prepare reports, briefings, and manuscripts aimed at other scientists, agency managers, and the public to facilitate communication of recommendations and findings. Prepare publications for peer-reviewed journals and contribute to technical reports, web pages, and Management and Analysis Synthesis Team efforts. Give presentations at workshops, work-team meetings, conferences, or other venues for the purposes of sharing information with the broader scientific community, policy makers, high-level managers, and the State Water Resources Control Board.</p>
20%	<p>LEADERSHIP AND COORDINATION: Act as the California Department of Fish and Wildlife (CDFW) scientific fish salvage expert and lead on the State Water Project's Fish Facilities operations. Train and mentor CDFW staff within the Fish Facilities Unit, providing leadership and oversight of field studies and data synthesis. Establish close and trusting working relationships with California Department of Water Resources and other agency colleagues and researchers to facilitate scientific advancement and understanding. May participate in or serve as the lead on Project Work Teams or other technical teams. Leverage existing partnerships with other IEP member agencies to support synthesis, analysis, modeling, and outreach as a member of interagency and focused technical teams.</p>
10%	<p>STUDY DESIGN AND IMPLEMENTATION: Based on ITP requirements and working with peers, design and implement field and data studies to answer specific management-relevant questions pertaining to salvage of fish at all life stages.</p>

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<p>10%</p>	<p><u>NON-ESSENTIAL FUNCTIONS:</u></p> <p>Perform administrative tasks, including tracking of time worked, attend career development and training programs or seminars as appropriate to contribute to the achievement of CDFW’s goals and objectives.</p> <p>KNOWLEDGE AND ABILITIES:</p> <p>Knowledge of: Basic principles of land, water, fish, wildlife, and other natural resources research; principles of ecology; soil and irrigation sciences and resource management; statistical methods; land-use practices with reference to their effects on human health, natural resources, productivity, and the environment; California and Federal environmental laws, rules, regulations, and requirements; toxicology, hydrology, geology, and principles of risk assessment and risk management; concepts employed in a variety of disciplines including environmental planning, economics, and resource management; geolocation and geo-referencing software applications, resource conservation program impacts and implementation strategies; and recycling.</p> <p>In addition to the above, broad knowledge of the legislative process; California and Federal environmental regulatory and resource management laws, regulations, plans, programs, and policies relating to their program area; resource management practices and techniques; and chemical substances and waste materials and their interactions with and effects on public health and the environment.</p> <p>Ability to: Apply or modify scientific methods and principles; collect environmental data; analyze and evaluate data and reach sound conclusions; review, check, and interpret scientific and environmental reports; analyze situations and take appropriate actions; establish and maintain cooperative relations with all persons contacted; communicate effectively; prepare clear, complete, and technically accurate reports; apply laws, rules, regulations, policies, and requirements of California and Federal environmental protection and resource management programs; assess the impact of proposed State and Federal environmental legislation and regulations; understand principles of risk assessment and risk management; work with professionals from a variety of disciplines within and outside of State government; and review and understand technical research reports on emerging public health and environmental issues.</p> <p>In addition to the above, develop scientific methodologies, research projects, criteria, procedures, guidelines, reference materials, planning and regulatory documents, and other innovative solutions for critical and/or sensitive environmental management problems; independently plan environmental studies; provide research and evaluation of short-term and important projects concerning public health, agricultural productivity, and environmental protection; develop techniques for handling and analyzing a large variety of detailed data; communicate the results and implications of studies to nonspecialists; act as an expert witness in court or at legislative or quasi-judicial hearings; provide leadership in accomplishing basic functions and objectives in assigned programs; and inspire confidence and effective working relationships with employees, managers, and leaders in government and industry.</p> <p>DESIRABLE QUALIFICATIONS:</p> <p>Knowledge of: Effects of biotic and abiotic interactions on the environment; life history of native San Francisco Estuary species including Chinook Salmon; all aspects of data science and data generation, management, quality control, storage, synthesis, analysis, visualization, archiving, and sharing; familiarity with coding in R Python, and related software platforms; understanding of advanced data analysis methods including machine learning, deep learning, time series analysis.</p>

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	<p>Ability to: Synthesize diverse, multi-disciplinary, disparate datasets; and provide constructive comments.</p> <p>Special Experience: Graduate or postgraduate fisheries work in multivariate analysis, statistics, numeric and conceptual modeling, advanced spatial analysis, and trophic level analysis.</p> <p>Special Personal Characteristics: Detail-oriented; demonstrated ability to act independently, open-minded, flexible, and tactful.</p> <p>Interpersonal Skills: Ability to work in a team setting and maintain good working relationships.</p> <p>WORKING CONDITIONS:</p> <p>Ability to use a computer keyboard several hours a day. Involves sitting while working at a computer most of the time but may involve walking or standing for brief periods. Attend meetings and hearings, work with staff statewide to complete work assignments. In-person, same day travel to fish facilities is required up to 5 days per month. Occasional visits may be required to field locations with rough terrain and wet slippery marine environments with extremes of heat and cold. Must be able to operate a motor vehicle and be prepared to travel using a State vehicle.</p>

SUPERVISOR'S STATEMENT: I HAVE DISCUSSED THE DUTIES OF THE POSITION WITH THE EMPLOYEE.

PRINT SUPERVISOR'S NAME	SUPERVISOR'S SIGNATURE	DATE
Lauren Damon, Senior Environmental Scientist (Supervisory)		

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
PROPOSED, Senior Environmental Scientist (Specialist)		