# JOB DESCRIPTION AND POSITION CLASSIFICATION

| CLASSIFICATION | DWR POSITION NUMBER | SAP POSITION NUMBER | MCR |
|---|---|---|---|
| **Environmental Program Manager I** | **0300-0756-X9X** | **50064463** | **1** |

| APPOINTEE | SAP PERSONNEL NO. | DIVISION/SECTION |
|---|---|---|
| **Vacant** | | **DISE/Assistant to the Division Manager** |

| COLLECTIVE BARGAINING IDENTIFIER | | | | |
|---|---|---|---|---|
| Management Related BU: ☐ | Supervisory Related BU: ☑ **E48** | Confidential Related BU: ☐ | Rank and File BU: ☐ |

| RESPONSIBILITIES EXERCISED | IMMEDIATE SUPERVISOR (Print) | SUPERVISOR'S CLASSIFICATION |
|---|---|---|
| ☐ Supervisory    ☐ Lead Person | **Kristopher Jones** | **EPM II** |

| APPROVED BY (Personnel Analyst's Name) | DATE |
|---|---|
| **Jennifer Greathouse** | **1-6-26** |

| Percent of Time | Activity |
|---|---|
| | **POSITION SUMMARY** |
| | **Under the general direction of the Environmental Program Manager II in the Office of the Division Manager, the Lead Biometrician and Population Modeler provides advanced technical expertise and coordination in support of the State Water Project's (SWP) mission to manage water resources and ensure compliance with environmental laws. The incumbent serves as the Department's primary technical specialist on population modeling and statistical analyses, managing, analyzing, and synthesizing complex scientific information to support water management and regulatory compliance decisions. They support regulatory compliance efforts, including ITP implementation, and contribute to collaborative science initiatives. They provide technical review, recommendations, and analytical expertise to Division leadership and program managers on matters related to SWP impacts on ESA-listed populations, habitat conditions, fish passage, and associated monitoring, advising DWR leadership on relevant scientific findings, research activities, and their implications for operational, regulatory, and policy decisions. Their work ensures that SWP water management strategies are informed by rigorous science and robust population-level modeling, helping quantify impacts such as the proportion of populations affected by SWP operations.** |
| | **ESSENTIAL FUNCTIONS** |
| | **The Lead Biometrician and Population Modeler serves as the Department's technical lead for population modeling of ESA-listed species, including salmonids, and provides analytical support for modeling other aquatic populations. The incumbent coordinates with State and federal agencies, the Delta Science Program, Delta Stewardship Council, Delta Conservancy, Interagency Ecological Program, university researchers, SWP and CVP contractors, and other DWR partners. They are responsible for planning, organizing, and overseeing high-level initiatives and developing management strategies in coordination with Divisions across the Department and the DWR Executive Team.** |
| **40%** | **Serve as the Department's technical lead on population modeling for ESA-listed species, including salmonids, and provide analytical support for modeling other aquatic populations.** |

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

| SUPERVISOR'S NAME (Print) | SUPERVISOR'S SIGNATURE | DATE |
|---|---|---|
| **Kristopher Jones** | ➢ | |

| EMPLOYEE'S STATEMENT: | **I HAVE DISCUSSED WITH MY SUPERVISOR THE DUTIES OF THE POSITION AND HAVE RECEIVED A COPY OF THE DUTY STATEMENT.** |
|---|---|

| EMPLOYEE'S NAME (Print) | EMPLOYEE'S SIGNATURE | DATE |
|---|---|---|
| **Vacant** | ➢ | |

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| **40% (Cont.)** | **Develop, apply, and interpret population models and statistical analyses to support species management and regulatory compliance. Collaborate with internal and external scientists and agencies, identify and resolve significant scientific and operational issues, and provide objective scientific input to inform water management and regulatory decisions. Coordinate with external partners to design, implement, and evaluate monitoring and modeling approaches to assess population-level impacts of SWP operations, identify limiting factors affecting species, and guide recommendations for river and floodplain habitat restoration and fish passage improvements. Support implementation of state and federal plans, including Long-Term Operations (LTO) of the State Water Project and the Incidental Take Permit (ITP), along with their associated Adaptive Management Plans; Healthy Rivers and Landscapes (HRL); and other applicable state and federal efforts. Provide timely technical guidance to managers and decision-makers on modeling, monitoring, and analysis to support SWP operations, water management strategies, and regulatory compliance, serving as the central point of contact for SWP-related coordination with NMFS, USFWS, Reclamation, and CDFW.** |
| **25%** | **Participate in developing frameworks to integrate results from population models and monitoring programs, providing oversight, guidance, and direction for DISE projects. Ensure compliance with regulatory requirements, review and interpret scientific studies, and present findings to management and collaborators. Identify program and resource gaps, communicate technical findings to internal and external partners, and track SWP-specific initiatives, including LTO, ITP compliance, and projects on the Feather River, to ensure alignment with operational and regulatory objectives. Keep the SWP Environmental Director, DWR Lead Scientist, and other relevant Executive staff and Division leadership apprised of key results, findings, and coordination needs, and support collaboration with other SWP program teams, state and federal agencies, and external research partners.** |
| **15%** | **Provide technical review, guidance, and recommendations on salmonid and other aquatic population initiatives, including environmental compliance supporting SWP and CVP operations. Support management teams in developing, implementing, and managing long-term modeling, monitoring, and implementation plans to ensure compliance with Biological Opinions and Incidental Take Permits. Conduct statistical review of scientific proposals and publications, and participate in the development of guidelines and practices that promote analytical rigor, consistency, and best practices across Division projects.** |
| **10%** | **Mentor and coach DISE staff and collaborators in scientific methods, statistical approaches, modeling techniques, and peer review processes. Provide training, guidance, and oversight to build analytical capacity, promote best practices in data analysis, and support professional development within the Division. Serve as a resource for staff seeking advice on technical or methodological questions, fostering a culture of scientific rigor and continuous learning.** |
| **10%** | **Prepare and deliver technical presentations on population modeling, monitoring results, and regulatory compliance findings to multi-entity working groups, conferences, and SWP/DWR leadership. Coordinate and communicate complex scientific information to external agency leads,** |

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| **10% (Cont.)** | collaborators, and partners, ensuring clarity and alignment on key operational, regulatory, and policy decisions.<br><br>**SPECIAL REQUIREMENTS**<br>**Must possess a valid driver's license to drive to meetings and various monitoring and research field locations.**<br><br>**The incumbent must have excellent verbal and written communication, strong leadership and interpersonal skills, and the ability to work independently while maintaining advanced technical expertise. They will manage administrative and programmatic tasks, resolve conflicts, and lead multi-disciplinary, interagency projects. Strong program and project management knowledge—including budgeting, contracts, planning, organization, and analysis—is required.**<br><br>**Advanced quantitative, statistical, and population modeling skills are essential for designing, evaluating, and synthesizing analyses that inform species management, regulatory compliance, and SWP operations. This includes modeling ESA-listed salmonids and other aquatic species, integrating long-term monitoring data, and evaluating limiting factors, habitat benefits, and population-level risk. The incumbent must ensure analytical defensibility, reproducibility, and open science practices, and effectively communicate technical findings to internal and external partners. A solid foundation in aquatic biology, river and estuarine ecology, water quality, applied research, and relevant State, Federal, and local environmental laws is critical for science-based decision-making**<br><br>**All employees are responsible for contributing to an inclusive, safe, and secure work environment that values diverse cultures, perspectives, and experiences, and is free from discrimination.**<br><br>**The Department of Water Resources is committed to its mission and employees, and we are grounded in our commitment to public safety. Regular, consistent, and predictable attendance is essential to the successful performance of this position.**<br><br>**This position is covered under the Political Reform Act and requires financial disclosure within 30 days of the first and last day physically worked in a covered position, and annually by April 1.** |