State of California
Department of Pesticide Regulation
POSITION DUTY STATEMENT
DPR-217 (Rev. 02/26)

Classification	**Position Number**	**Location**
Research Scientist	814-100-5582-205	Sacramento (Headquarters)
Division/Branch	**Supervisor's Classification**	**Collective Bargaining Identification Designation (CBID)**
Worker Health and Safety Branch	Environmental Program Manager I (Supervisory)	R10
Conflict of Interest Disclosure: ☒ **Yes** ☐ **No**	**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

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

Supervisor Signature	Date

Please Complete Reverse Side

Incumbent: VACANT
Classification: Research Scientist
Position Number: 814-100-5582-205

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 general supervision of the Environmental Program Manager I (Supervisory), the Research Scientist of the Human Health Mitigation Program of the Department of Pesticide Regulation's Worker Health and Safety Branch independently identifies problems; conducts scientific investigations and studies, and complex and comprehensive data analyses to assess the implications of exposure to pesticides identified as having unacceptable risks to human health; and develops recommendations, grounded in scientific principles of pesticide exposure and occupational and public health, to mitigate exposure risks and protect human health and the environment. **ESSENTIAL FUNCTIONS:**
30%	Researches, collects, reviews, and analyzes environmental and human health data to support the development of technically feasible mitigation measures intended to reduce human health exposure to pesticides identified by departmental toxicologists as having unacceptable risks to workers and the public. Reviews and evaluates scientific reports submitted by registrants, universities, government agencies, non-governmental organizations, and internal sources. Establishes and maintains cooperative relations with professional staff and with officials of Federal, State, local, university and private research organizations; prepares scientific articles for publication; prepares scientific reports; and represents the Department to governmental organizations, professional societies, or industry groups.
30%	Compiles and analyzes data using statistics, computer modeling, geographic information systems (GIS), and other techniques. Evaluates complex data sets from different disciplines (pesticide illness reports, risk assessment, field research, chemistry, statistics, monitoring and modeling data, published literature, and compliance documents) to identify potential pesticide exposure pathways, pesticide concentrations of concern, sources of illness or injury, and practices to prevent or reduce pesticide impacts to human health and the environment, as well as determining the effectiveness of mitigation measures to reduce exposures. Participates in the development and maintenance of R-based tools, databases, and tracking systems to support mitigation development and enhance process efficiency.
15%	Analyzes requirements for implementation of mandated initiatives; coordinates with technical experts in other fields to develop successful implementation strategies. Participates in exposure assessment, field research studies, and field sampling, and develops mitigation measures as needed in support of program goals and objectives. Collects, manages, assesses, and interprets field and modeling data in order to make recommendations for actions.
15%	Prepares clear, complete, and technically accurate reports on findings and makes recommendations to the Environmental Program Manager I (Supervisory) on technically sound measures to mitigate exposure to pesticides that may pose risks to human health. Presents research results to internal and external stakeholders, and the scientific community such as public health experts and the public. Peer reviews scientific reports and provides constructive criticism to the report author.
	MARGINAL FUNCTIONS:
5%	Maintains familiarity with GIS technology, computer modeling, and analytical and statistical methods appropriate to scientific research related to pesticide exposure and public health. Performs

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Percent of Time	Activity
	literature searches to identify relevant published work. Evaluates, advises and consults on epidemiologic studies submitted by other organizations and researchers. Analyzes legislation and provides analysis and recommendations for amendments.
5%	Performs other duties as required, consistent with this classification.
	WORKING CONDITIONS: Working in a high-rise building; using a computer for up to 8 hours per day; ability to lift up to 20 pounds; occasional overnight travel; may be required to occasionally work irregular hours and working outside in varying temperatures and weather conditions. Occasional work where exposure to pesticides or pesticide-treated areas may be possible and would require appropriate personal protective equipment to be worn.
	CRITICAL JOB COMPETENCIES: Takes Action and Shows Initiative – Works well independently and is self-motivated to take action to meet critical program goals. Sets and monitors own objectives and standards. Initiates appropriate actions and follows through without prompting or close supervision. Demonstrates strong work ethic. Relationship and Partnership Building – Builds and effectively uses relationship networks to achieve goals. Shares knowledge and builds trust with scientific colleagues and superiors. Can be discreet and tactful when dealing with sensitive issues. Effective Communication – Clearly conveys and receives information and ideas through a variety of media. Translates complex or technical information to lay audiences/customers. Facilitates the exchange of ideas and opinions. Teamwork – Facilitate and maintain cooperative working relationships. Work toward accomplishment of group goals. Must value and encourage the input and expertise of others. Foster commitment, team spirit, pride, and trust. Self-Motivation – Optimism, Sustained Commitment, Perseverance and Patience - Demonstrate a bias toward optimism and maintain a sense of humor; retain stamina and bounce back from setbacks. View mistakes as opportunities for growth/positive learning experiences. Organization and Planning – Prioritizes tasks, establishes sequential activities, requests assistance when needed. Technical Credibility – Understands and appropriately apply procedures, requirements, policies, and regulations related to specialized expertise. Integrates 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. Translate concepts and ideas into strategies and action steps.