

☐	Current
☒	Proposed

Classification / Working Title Environmental Scientist	Employee Name								
Position Number 014-453-0762-982	Supervisor Name / Classification Chris Borkent / Senior Environmental Scientist (Supervisory)								
Division / Branch / Unit Plant Health and Pest Prevention Services / Integrated Pest Control / Biological Control Program	Effective Date								
Collective Bargaining Unit Identifier (CBID) R10	Work Week Group (WWG) 2								
Tenure Limited Term	Timebase Full time								
Physical CDFA Headquarters Location USDA-ARS 800 Buchanan St., Albany, CA, 94710	Division / Program Hyperlink https://www.cdfa.ca.gov/plant/								
As an employee of the California Department of Food and Agriculture (CDFA), we are stewards of public resources, we operate in a transparent, authentic, and ethical manner and are accountable for our actions. We expect true, open partnership with our colleagues within CDFA and with our partners outside of CDFA. We demonstrate courtesy, dignity, compassion, and consideration in every interaction. Together, we strive to create a workplace and implement programs that promote diversity, equity, belonging, and accessibility. We base our vision for the future and our everyday decisions on fair, objective measures and cutting-edge science.									
Division / Branch / DAA Information: The primary responsibilities of the Integrated Pest Control Branch (IPCB) are the detection and control or eradication of exotic and invasive pests that threaten California's agricultural and natural resources. This is accomplished through a number of General, Federal and Industry funded programs. These programs include Cotton Pest Control Program, Cotton Seed Bug Program, Silverleaf Whitefly Monitoring Program, Beet Curly Top Virus Program, Broomrape Program, Navel Orangeworm Program, Hydrilla Eradication Program, Vertebrate Pest Control Research Program, Pink Hibiscus Mealybug Program, Terrestrial & Aquatic Weed Grant and County Weed Program, Statewide Weed Management Areas, Biological Control Program, Apiary Protection, Bee Brand, and County Beekeeper Registration Program.									
Position Identification: Under the supervision of the Senior Environmental Scientist (Supervisory), the incumbent performs a broad range of scientific and professional office and field duties involving the research, environmental analysis, outreach, and logistics for the Biological Control Program and the Integrated Pest Control Branch.									
Special Requirements: <table border="0"> <tr> <td>☐ Conflict of Interest Filer (Form 700)</td> <td>☒ California Driver's License</td> </tr> <tr> <td>☒ Medical Clearance</td> <td>☒ Travel Required over 10% - Employer Pull Notice (EPN) Required</td> </tr> <tr> <td>☐ License / Certificate Required</td> <td>☒ Field Work: <u>40</u> %</td> </tr> <tr> <td>☐ Bilingual: Pass a State written and/or verbal proficiency exam in _____</td> <td>☐ Other (Specify): _____</td> </tr> </table>		☐ Conflict of Interest Filer (Form 700)	☒ California Driver's License	☒ Medical Clearance	☒ Travel Required over 10% - Employer Pull Notice (EPN) Required	☐ License / Certificate Required	☒ Field Work: <u>40</u> %	☐ Bilingual: Pass a State written and/or verbal proficiency exam in _____	☐ Other (Specify): _____
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☐ Telework (TW) Eligible: The amount of telework is at the discretion of the CDFA. It is based on the current TW policy and is subject to change.

Essential Functions:

40%	Research and Project Assessment Activities • Perform a broad range of weed and pest biological control research and assessment activities statewide (in terrestrial and aquatic habitats) concerning present and future environmental, environmental health, and natural resource management issues to protect the State's agricultural industry, natural resources, and public health from invasive species. • Develop and implement biological controls for exotic agricultural and natural resource weeds and pests that occur in California. These efforts involve the planning, performing, and collecting of data from research investigations into the biology and ecology of biological control organisms, the target weeds and pests, and the natural community in which they occur. Collect native insect and plant material for pre-release host specificity testing required for development of new biological control agents. Examine the biological and ecological parameters of natural enemies and exploration for new natural enemies of exotic weeds and pests for use as biological control agents. • Plan and implement the rearing and shipment of natural enemies of the target invasive species. Overnight travel is required. Establish and travel to field research sites and release biological control agents. Perform studies to document establishment success, efficacy, interaction within their environment, and possible non-target impacts of the released organisms. Survey for natural enemies of target weeds and pests to support justification for importation of novel biological control agents. • Evaluate available data collected from the biological control research and implementation activities and their effects on human health, vegetation, fish, wildlife, water supplies, land, and other aspects of the environment. Apply data to support the development of solutions to problems found to protect the State's natural resources and agricultural industry from any negative effects that may arise with said activities. • Develop regulatory measures for the State, county, local agencies, and invested stakeholders, and implement environmental health-related regulations to ensure that the State's agricultural lands and natural resources remain free of invasive species without danger to the environment and public health.
35%	Environmental Analysis Activities • Prepare and review environmental impact reports to determine the effects of proposed biological control activities on environmental health. Perform environmental analyses of collected field data in a laboratory setting to prepare reports for submission to upper management. Enter field statistics into computer databases as needed. • Collect descriptive and spatial data derived from the analysis of laboratory and applied research studies and analyze data to write scientific reports and/or presentations. • Evaluate environmental impact of biological control projects to meet program objectives. Document project progress, complete required weekly and monthly reports, and submit documentation to the Program Supervisor, Manager and Division Director, as well as, to appropriate federal, State, and county agencies.

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	Prepare environmental permit packages, regulatory permits, and other documents for State, county, and local agencies to ensure that each entity is following current eradication and control regulations and the State's agricultural land and natural resources are not in danger from harmful organisms.
20%	Outreach Activities - Gather and evaluate information from research activities to prepare outreach materials and brochures on current and pertinent program research activities for meetings, presentations at universities, other government and science agencies, District Agricultural Association Fairs, and other talks. Submit written pieces on new findings from programs for the Division's annual report. - Participate in legal hearings and field investigations as a staff resource for environmental matters. Respond via correspondence to public inquiries regarding investigations as needed. - Research, organize and edit scientific papers for publication; consult with and advise other agencies and institutions engaged in related environmental analysis, management, planning, regulations, investigation, and research. Keeps abreast of current knowledge of scientific, technical, and research developments for projects by reading scientific manuals and articles and attending seminars, conferences, and training sessions. - Meet and confer with individuals such as ranchers, growers, and other commercial agricultural entities as well as stakeholders to provide regulatory guidance to obtain compliance with current laws and regulations. This requires operating a vehicle to remote locations throughout the state.
Non-Essential/Marginal Functions:	
5%	- Evaluate funding and equipment needs to maintain effective and efficient projects. Report findings and make recommendations to the Program Supervisor as needed. - Purchase equipment and material for field research of program activities. - Examine field research and survey samples collected using various scientific equipment (such as microscopes) and enter data into MS Excel and/or Access computer databases to be used in future scientific publications. - Perform other job-related duties as requested.
Desirable Qualifications: Pertinent experience and education beyond the required minimums, such as a terminal degree in the biological sciences; pertinent research and publication experience; relevant field and laboratory experience; knowledge of California agriculture; successful work with a variety of collaborators; ability to exercise good judgment and accept direction; capability to maintain regular, consistent attendance.	
Work Environment and Equipment Used: Approximately 60% of the workload will be in permanent buildings or trailers leased or owned by the State or cooperating agencies or other locations. The setting is standard with a phone, computer,	

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keyboard, desks, tables, chairs, fax machine, copier, stapler, printers, calculators, and writing instruments. Computer software used may include MS Word, Excel, PowerPoint, Access, and Publisher as well as other databases/software created especially for a given research task.

The remaining 40% of the workload requires traveling to remote and/or populated areas within the State of California via government (State or Federal) vehicle(car/truck). Incumbent will be required to travel. Travel may be on a short notice that requires full days or few to several nights in length.

When working in the field, the incumbent works alone or with a group of field scientists and/or seasonals. Incumbent works with varied and unfamiliar vehicles and equipment, including excavators, airboats, kayaks, trailers, pumps of various kinds, and ATVs. The incumbent may work in isolated locations and may work alone for extended periods. Often, activities may require driving for several hours (alone or with company), lifting objects, and moving equipment of various weights. Also, the incumbent may encounter extremes in temperature, humidity, variable terrain (smooth to irregular and unstable), and often aquatic or riparian situations. Incumbent may be required to enter or swim in bodies of water (lakes and ponds) that vary in temperature, length, width, and depth. Incumbent may also be required to navigate variable lengths of distance over unpredictable terrain. Various sitting, bending, stooping, standing, and reaching motions may be required on an irregular basis. Noise level for work is variable.

Incumbent may work extended hours and days at any given time in the month including holidays. The incumbent may be required on short notice to work on emergency projects for the Branch or any other program for the Plant Division. The work environment for these projects closely resembles the above and may involve a longer travel day.

Regular or recurring telework may occur as part of the incumbent's ongoing regular schedule in accordance with CDFA's Telework Policy.

Physical/Mental Abilities:

Good eyesight/ability to distinguish differences between very small objects based on visual cues. Ability to follow directions, work independently and communicate effectively.

Employee Certification

This duty statement reflects the typical duties of the essential functions described for the position. It is not considered an all-inclusive list of work requirements. I have read and discussed the duties of this position with my supervisor and understand I may perform other duties as assigned, including but not limited to, work in other functional areas to cover absences, peak work periods, or balance workload.

I certify I possess qualifications, including but not limited to, integrity, initiative, dependability, good judgement, and the ability to work cooperatively with others. Additionally, I am able to perform the assigned duties with or without reasonable accommodation. Should I have any concerns about performing the assigned duties, I will discuss them with the hiring manager who will provide the required information for the Office of Civil Rights.

I have read the duty statement and discussed the duties with my supervisor.

Employee Name (Print)	Signature	Date
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Supervisor Statement: I have discussed the duties outlined in the duty statement and provided a copy to the employee.		
Supervisor Name (Print)	Signature	Date

CC: Employee
Official Personnel File
Supervisor's Drop File