

Classification Senior Environmental Scientist (Specialist)	Position Number 814-205-0765-201	Location Sacramento (Bradshaw Office)
Division/Branch Enforcement Headquarters Branch	Supervisor's Classification Environmental Program Manager I (Supervisory)	Collective Bargaining Identification Designation (CBID) 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
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I certify that the DPR-217 accurately represents the duties and responsibilities of the position.

Supervisor Signature	Date
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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 direction of the Environmental Program Manager I (Supervisory), the Senior Environmental Scientist (Specialist) at the advanced journey level performs professional scientific analyses and fieldwork assuring the legal use of pesticides, especially focusing on the fumigants. The incumbent independently applies scientific methods and principles to identify, research, analyze, and develop science-based solutions to assure compliance with complex pesticide regulations, writes scientific and technical reports, and performs a broad range of scientific, technical and professional duties related to the implementation of complex pesticide programs, particularly those addressing fumigant use. The incumbent independently performs a variety of scientific evaluations and assessments to ensure that pesticide use mitigation measures are protective of human health, the environment, non-target vegetation, food safety, surface/ground water, wildlife, and air quality and are practical, and effective. The incumbent will focus on specific areas of expertise, currently fumigants, from a broad scope of enforcement programs and activities. <u>ESSENTIAL FUNCTIONS:</u>
35%	Develops guidance materials for training and acts as a lead to State and County Agricultural Commissioner (CAC) personnel on topics related to the safe use and handling of pesticides; the protection of the public, workers' health, and ecological resources; makes regulatory interpretations and provides oversight of the California Environmental Quality Act equivalency in issuing permits for the purchase and use of restricted pesticides; oversees county enforcement of the State Implementation Plan to reduce the release of volatile organic compounds through allowed fumigation use practices and controls as appropriate, fieldworker safety, and structural pest control programs to reduce impacts on air quality, ground water, workers, and the environment; acts as lead contact within the northern region of the State and with external stakeholders to explain the nature of, and scientific basis for, laws and regulations protective of human health and the environment. The Senior ES (Spec.) works under the direction of the EPM I to lead other programs and activities as necessary such as California's Pesticide Residue Monitoring (Food Safety) Program, the U. S. Department of Agriculture Pesticide Data Program (PDP), and pesticide product compliance activities. Provide training to Department of Pesticide Regulation (DPR) and county staff on inspection procedures, investigations, and pesticide laws and regulations.
30%	Performs, and/or directs the complex and difficult scientific field investigations involving pesticide misuse, food safety, illnesses, property loss, environmental damage, endangered species, water quality, toxic air contaminants, wild life preservation, and product compliance; develops scientific reports and other technical documents for the pesticide regulatory program to be used by State and county pesticide regulatory personnel that meet scientific and legal standards of the Department; evaluates scientific recommendations and proposes ways to implement effective regulatory tools; reviews sampling techniques for scientific soundness and advises journey-level scientists in proper data collection and analysis activities.
20%	Acts as the lead in compliance projects, by applying multidisciplinary scientific principles to assess the impacts of the current pesticide regulatory programs administered by the Department and the County Agricultural Commissioners (CACs); analyzes data generated from environmental investigations, making scientifically sound recommendations for environmental protection projects,

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10%	regulatory changes, and enforcement legal actions; performs statistical analyses of CAC local enforcement program activities to identify trends and develop and recommend mitigation measures; makes recommendations to management to ensure consistent program integrity and statewide uniformity for human and environmental protection; implements the United States Environmental Protection Agency (U.S. EPA) cooperative program for conducting statewide county pesticide oversight inspections and investigations, makes recommendations for immediate and appropriate enforcement actions to reduce pesticide incidents and effects on humans and the environment; takes appropriate quarantine actions when illegal residues are found; coordinates reports and investigations of priority incidents between the regional offices, county, and other state and federal agencies. Interprets and implements legislative mandates and regulations; trains Environmental Scientists in all aspects of the DPR-CAC liaison oversight position; assists in writing regulations and label interpretations; identifies specific areas for field research to obtain information necessary to develop and implement regulatory measures for enforcement of environmental standards; makes presentations to government organizations, scientific associations, growers, and the public.
5%	<u>MARGINAL FUNCTIONS:</u> Performs other duties consistent with specifications of the classification. <u>PROFESSIONAL ATTRIBUTES:</u> In addition to the above, the incumbent possesses the willingness and ability to: get along with others; accept direction from supervisor/lead person; abide by work rules; accept constructive criticism; and work effectively within a team environment. <u>WORKING CONDITIONS:</u> The incumbent in a single floor building, under artificial lighting. The collection of samples as indicated for this position requires the ability to lift and carry a minimum of 25 pounds, bend, squat, and climb over boxes, containers, or pallets; travel by automobile or air is required to different areas of the State. Occasional statewide travel is required. There is field work performed requiring the ability to maneuver over uneven ground and work in outdoor conditions. Occasional irregular work schedules may be required. Travel may include overnight stays several days each month. <u>CRITICAL JOB COMPETENCIES:</u> Communication (oral, written, organizational, non-verbal) - Make clear and convincing oral presentations to individuals or groups; Inform, persuade, build consensus; Know the audience; Facilitate open exchange of ideas/opinions; Select and use appropriate communication approach; Actively listen; Effectively use e-mail; Avoid mixed messages – the body language says one thing, the words another; Apply business writing principles to all written communications. Customer Service Orientation - Balance interests of a variety of clients, internal and external;

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	Readily adjust priorities in response to changing client needs; Put in place systems and processes to ensure clients receive high quality information, that their feedback is acted upon, and that their complaints are handled effectively; Develop trust and credibility with the client. Ethics/Integrity - Create culture of trusting relationships. Demonstrate trust and principled leadership; Promote organizational vision and values through ethical leadership principle; Tell it straight – be open and honest even about the bad news; Admit mistakes – not an admission of weakness but as having integrity and being trustworthy; Walk the talk – walking example of the vision and values of the organization through own authenticity. Political Acumen - Identify the internal and external politics that impact the work of the organization. Perceive organizational and political reality and act accordingly; Consider a broad range of internal and external factors (big picture) when solving problems and making decisions. Identify critical, high payoff strategies and prioritize work efforts accordingly; In taking action, demonstrate an understanding and consideration of how it will impact stakeholders and affected areas in the organization; Formulate strategies that are achievable, cost effective, and address administration and organizational goals; Develop and balance operational and strategic management skills; Create a strategic frame of reference. Technical Credibility - Understand and appropriately apply procedures, requirements, policies, and regulations related to specialized expertise; Integrate 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. Leveraging/Valuing Diversity - Show sensitivity, respect and value for behavior and values of diverse people, Recruit, develop and retain a diverse, high quality workforce; Foster an environment in which people who are culturally diverse can work together cooperatively and effectively. Leading Change/Change Management - Become an agile leader who anticipates change, adapts to it, and uses it to his/her competitive advantage; Recognize the forces/signals that cause change; Techniques agile leaders apply to anticipate and monitor the forces of change; Promote a consistent "outside the box" culture that embraces new and better ideas; Respond to changing circumstances while remaining committed to the department's vision, mission, values, and goals; Facilitate acceptance and implementation of change (change champion) even if ambivalent; Address change resistance. Decisiveness - Make decisions in a decisive and timely manner; Willingly share decision-making with direct reports – transparent decision- making process as warranted; Accept accountability for decisions; Perceive impact and implications of decisions; Take action consistent with available facts, constraints, and probable consequences; Enable others to succeed and make decisions for themselves.