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| <b>Classification</b><br><br>Senior Environmental Scientist<br>(Specialist)                                        | <b>Position Number</b><br><br>814-403-0765-201                                             | <b>Location</b><br><br>Sacramento (Headquarters)                          |
| <b>Division/Branch</b><br><br>Environmental Monitoring Branch                                                      | <b>Supervisor's Classification</b><br><br>Environmental Program Manager I<br>(Supervisory) | <b>Collective Bargaining Identification Designation (CBID)</b><br><br>R10 |
| <b>Conflict of Interest Disclosure:</b><br><br><input checked="" type="checkbox"/> Yes <input type="checkbox"/> No | <b>Incumbent (If filled)</b><br><br>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 |
|----------------------|------|

**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                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      |
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|                 | Under the direction of the Environmental Program Manager I (Supervisory), the Senior Environmental Scientist (Specialist) acts as the scientific expert on the protection of surface water from pesticide contamination. The Senior Environmental Scientist (Specialist) independently identifies problems, develops courses of action, and conducts complex scientific investigations and studies. Specific responsibilities include:                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        |
|                 | <b><u>ESSENTIAL FUNCTIONS:</u></b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            |
| 40%             | Conceives, proposes, plans, organizes, and directs complex surface water protection tasks, including primary and lead responsibility on scientific and technical evaluation of pesticide impacts to surface water. Acts as a subject matter expert analyzing monitoring and environmental data using tools such as statistics, programming language (e.g., SQL, R, Python), geographic information systems (GIS), databases (e.g., MS Access), and other computer modeling in support of Surface Water's monitoring and mitigation efforts. Independently conceives, plans and implements complex studies to assess the spatial and temporal distributions of pesticide detections (and associated toxicity and aquatic macro-invertebrate impairment) in surface water and sediment. Identifies sources of pesticide contamination, assesses management measure effectiveness and mitigation on a local or regional scale to reduce pesticide contamination. |
| 25%             | Participates in and directs field research studies and field sampling in support of program objectives. Collects, manages, assesses, and interprets field and modeling data in order to make recommendations for actions. Designs, develops or defines approaches, analytical methods, or quantitative reviews to solve difficult surface water monitoring needs.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             |
| 15%             | Performs critical review of data and proposed projects submitted by registrants, DPR staff, other agencies for scientific integrity and application to program objectives in relationship to modeling and environmental risk assessment. Performs critical review and evaluation of DPR research reports and scientific manuscripts for scientific quality.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |
| 10%             | Writes reports, documents and technical publications, and makes oral presentations to governmental entities, professional societies, stakeholders, or pesticide user groups. Develops and administers research contracts on projects which advance DPR's mission and capabilities. Acts as a science advisor to DPR, other governmental agencies and academic institutions on the most complex issues concerning environmental fate, monitoring and assessment of pesticides in the aquatic environment. Assists in evaluating policies and legislation as well as developing regulations applicable towards protecting surface water quality.                                                                                                                                                                                                                                                                                                                |
| 5%              | Interacts with chemists, statisticians, modelers, eco-toxicologists, industrial and advocacy group scientists on the most technical and complex scientific aspects of the Department's policies and regulatory issues relating to surface water modeling; coordinates Department's scientific and technical activities and policies on surface water that involve other branches or other agencies; consults with other governmental agencies, pesticide registrants, and pesticide user groups on the scientific aspects of monitoring, data analysis, adverse impacts, and regulatory issues.                                                                                                                                                                                                                                                                                                                                                               |

**Description of Duties (*Attach additional sheets, if necessary, and identify position information*)**

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| Percent of Time | Activity                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    |
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| 5%              | <p><b><u>MARGINAL FUNCTIONS:</u></b></p> <p>Performs other duties consistent with the specifications of the classification.</p> <p><b><u>WORKING CONDITIONS:</u></b></p> <p>Employee must have the ability to work in a high-rise office environment and ability to use a computer monitor, mouse, and keyboard within an 8-hr day. Employee must be capable of performing field studies and site visits that may involve hiking or climbing in areas with moderate slopes, unpaved surfaces, undeveloped roads, and other areas or structures where studies may be required. The employee must have the ability to conduct fieldwork for long hours under a variety of climatic conditions and, also, operate vehicles on public roadways or travel to remote areas. Travel that includes flying and/or driving on short notice and overnight stays will be required on trips to various field locations and community/board meetings. Employee may occasionally be required to wear Personal Protective Equipment (PPE) in order to minimize exposure to hazards. PPE include, but not limited to, gloves, safety glasses, ear plugs, hard hats, coveralls, and tight-fitting respiratory protective equipment. When respiratory protective equipment is required, the employee must adhere to the fitting requirements stated in DPR's respiratory protection policy.</p> <p><b><u>CRITICAL JOB COMPETENCIES:</u></b></p> <p><i>Communication</i> - 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; and apply business-writing principles to all written communications.</p> <p><i>Decisiveness</i> - 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; and enable others to succeed and make decisions for themselves.</p> <p><i>Ethics/Integrity</i> - Create culture of trusting relationships; demonstrate trust and principled leadership; promote organizational vision and values through ethical leadership principles; tell it straight - open and honest even about the bad news; admit mistakes - not an admission of weakness but as having integrity and being trustworthy; and provide examples of the vision and values of the organization through own authenticity.</p> |

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| Percent of Time | Activity                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       |
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|                 | <p><i>Flexibility/Adaptability</i> - Readily integrate changes midstream into work processes and outputs; demonstrate openness to new organizational structures, procedures, and technology; and shift gears comfortably.</p> <p><i>Political Acumen</i> - 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; and create a strategic frame of reference.</p> <p><i>Problem Solving</i> - Persevere in the face of obstacles such as diminishing financial resources; know there is more than one way to get to the destination; anticipate problems and encourage a culture of proactive problem solving; and ensure comprehensive evaluation of the costs and benefits of all options in determining the preferred solution.</p> <p><i>Project Management</i> - Garner support for projects; develop work plan with tasks, timeframes, milestones, resources, and dependencies; use resources efficiently and manage effectively within budget limits; anticipate potential problems and institute controls and contingency plans to address them; and monitor project progress.</p> <p><i>Self-Motivation, Optimism, Sustained Commitment, Perseverance, Patience</i> - Demonstrate a bias toward optimism and maintain sense of humor; retain stamina and bounce back from setbacks; view mistakes as opportunities for growth/positive learning experiences; and empower yourself first and then your staff.</p> <p><i>Teamwork</i> - Facilitate and maintain cooperative working relationships; work toward accomplishment of group goals; value and encourage the input and expertise of others; and foster commitment, team spirit, pride, and trust.</p> <p><i>Technical Credibility</i> – 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; and translate concepts and ideas into strategies and action steps.</p> |