

DUTY STATEMENT

DFW 242A (REV. 07/18/22)

Department Statement:

California is one of the most biodiverse places on the planet. As such, the Department of Fish and Wildlife (CDFW) values diverse employees working together to protect nature for all Californians. CDFW is committed to fostering an inclusive work environment where all backgrounds, cultures, and personal experiences can thrive and connect others to our critical mission.

INSTRUCTIONS: A duty statement and organizational chart must be submitted with each Request for Personnel Action, Form 242	EFFECTIVE DATE
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DFW DIVISION/BRANCH/REGION/OFFICE North Central Region	POSITION NUMBER (Agency-Unit-Class-Serial) 565-281-0765-905
UNIT NAME AND LOCATION Wildlife Management, Regionwide	CLASS TITLE Senior Environmental Scientist (Specialist)
INCUMBENT	CURRENT POSITION NUMBER (Agency-Unit-Class-Serial)

BRIEFLY DESCRIBE THE POSITION'S ORGANIZATION SETTING AND MAJOR FUNCTIONS

Under the general direction of the Senior Environmental Scientist Supervisor, the incumbent has shared lead responsibilities as a regional gray wolf specialist, including capturing and tracking gray wolves; surveying and monitoring wolf populations; investigating and evaluating potential wolf-livestock depredation events; providing proactive coordination, outreach, and support with various affected parties to minimize wolf-livestock conflicts and improve public understanding of wolf ecology, conservation and management; and coordinating with other researchers to investigate the ecological relationships between wolves, ungulates, and other carnivores in CDFW's North Central Region. These activities are of regional and statewide importance and occur on federal lands, private timberlands, private rangelands, and other properties. Tasks include responsibility for the development and implementation of wolf monitoring and field investigations, data analysis, preparation of scientific and technical publications and presentations, and collaboration with other researchers. Incumbent will also participate in grant planning and management, and provide scientifically based advice to other programs, other regions, headquarters, and other organizations throughout California. The incumbent may be assigned lead responsibility for temporary employees assisting with project logistics, field surveys, and data analysis.

PERCENTAGE OF TIME PERFORMING DUTIES	INDICATE THE DUTIES AND RESPONSIBILITIES ASSIGNED TO THE POSITION AND THE PERCENTAGE OF TIME SPENT ON EACH. GROUP RELATED TASKS UNDER THE SAME PERCENTAGE WITH THE HIGHEST PERCENTAGE FIRST. (USE THE REVERSE SIDE IF NECESSARY.)
40%	<u>ESSENTIAL FUNCTIONS:</u> Conflict Mitigation and Response: Independently investigate potential wolf depredation incidents upon livestock; collect tissue, DNA, and other samples and evidence; and prepare reports documenting findings. Provide technical assistance on the use of deterrents and the implementation of livestock husbandry practices to minimize and prevent wolf conflicts. Collaborate with landowners and livestock producers to develop general guidance and specific plans to minimize wolf-livestock conflict. Initiate, facilitate, and contribute to public meetings, workshops, and conferences regarding wolf-livestock conflict avoidance/reduction tools and methods. Develop and maintain productive working relationships with public agencies, private landowners, livestock producers, commercial timberland owners and staff, and other organizations and individuals interested in preventing conflicts with wolves. Develop management strategies balancing the need for wolf conservation and reducing conflicts with wolves. Advise CDFW leadership in implementing wolf-livestock loss compensation grant program and conservation options/actions including but not limited to permitting. Maintain appropriate wildlife handling certifications including chemical immobilization certifications.
30%	Resource Assessment: Independently monitor wolf distribution, behavior, movement and activity; lead efforts to capture and collar wolves; develop or contribute to distribution mapping, quarterly reports, activity reports and status reviews. Document wolf habitat uses and relationships with other species, including prey species and other carnivores. Contribute to investigations of wildlife population trends, the structure and composition of wildlife communities, and the effects of wolves upon those populations and communities. Collaborate with academics and other internal / external

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25%	partners to develop and conduct research relating to wolf ecology and conservation. Activities will involve non-invasive sampling such as camera stations and scat collection, animal capture and restraint, and collecting samples from wolves and other wildlife. These activities will require the development and application of sampling designs, survey protocols, and procedures to meet specialized program needs. Preparation and administration of grants to facilitate these investigations, and preparation of draft and final reports and/or plans, and plan updates regarding resource assessment activities and results, will be required. Perform field biology activities where consequence of error is significant, ensuring accuracy, sound judgment, and adherence to established scientific protocols. Public Outreach: Represent the Department at public meetings, workshops, and conferences, and respond to public inquiries regarding wolf ecology and conservation and other wildlife resources and ecological issues as well as policy decisions and management actions by the Department. Develop and maintain strong working relationships with public and private agencies and tribes, private property owners, and other organizations and individuals interested in wildlife resources and wolf conservation. Collaborate with academics and other internal/external partners to share research and make presentations at professional meetings. Prepare internal reports and manuscripts of Department findings for publication in scientific journals
5%	<u>NON-ESSENTIAL FUNCTIONS:</u> Administrative Tasks: Develop draft work plans. Complete mileage logs, travel claims, and other routine paperwork. Attend training. Maintain vehicles and field equipment. Complete other routine administrative assignments. Special Personal Characteristics: Effective communication skills both verbally and in writing; demonstrated ability to act independently; ability to positively interact with private landowners, government agencies, and the public. A thorough working knowledge of wolf conservation and Department action is required, including local, regional, and statewide resource issues and current non-lethal tools, methods, and applications. Excellent verbal and written communication skills are required. Topics discussed are frequently sensitive and highly controversial. Special Physical Characteristics: Ability to lift items up to 40 lbs. Interpersonal Skills: Work both independently and collaboratively within a team setting. WORKING CONDITIONS: This is a position that may be 100% fieldwork/telework based. Must be willing to work long, irregular hours, including early mornings, evenings, and weekends, occasionally in inclement weather conditions. Incumbent shall expect varied and responsive work hours. Ability and willingness to hike several miles alone in steep uneven terrain, safely operate 4-wheel drive (4WD) and all-terrain vehicles (ATV) off paved roads, fly in small aircraft to conduct field surveys of wolves, other wildlife, and wildlife habitats. Required travel up to 80% throughout north-central California and occasionally to other regions of California, with regular camping in informal campgrounds. Incumbent must comply with a policy that generally prohibits dogs and other pets in the workplace / field / vehicles unless approved through reasonable accommodation. Ability to use a computer keyboard in a sitting and/or standing position several hours per day. Must be able to qualify to use a firearm (for chemical immobilization of wildlife); must complete mandatory wildlife capture training and firearms training within 6 months of hire. Must feel comfortable with potential close contact with confined or restrained wolves and other wildlife. This position is required to wear the prescribed uniform on certain occasions. Incumbent must possess and maintain a valid driver's license for the operation of motor vehicles in California. Special equipment: Daily: 4WD vehicle, computer.

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	Often: ATV, GPS, telemetry equipment, automatic trail cameras, animal capture and restraint.	
SUPERVISOR'S STATEMENT: I HAVE DISCUSSED THE DUTIES OF THE POSITION WITH THE EMPLOYEE.		
PRINT SUPERVISOR'S NAME Ryan Leahy	SUPERVISOR'S SIGNATURE	DATE
EMPLOYEE'S STATEMENT: I HAVE DISCUSSED WITH MY SUPERVISOR THE DUTIES OF THE POSITION AND HAVE RECEIVED A COPY OF THE DUTY STATEMENT. I HAVE READ AND UNDERSTAND THE DUTIES AND ESSENTIAL FUNCTIONS OF THE POSITION AND CAN PERFORM THESE DUTIES WITH OR WITHOUT REASONABLE ACCOMMODATION.		
PRINT EMPLOYEE'S NAME	EMPLOYEE'S SIGNATURE	DATE