

Classification	Position Number	Location
Environmental Scientist	814-100-0762-211	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:	Incumbent (If filled)	
☒ Yes ☐ No	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
40%	Under the close supervision of the Environmental Program Manager I (Supervisory), the Environmental Scientist performs a full range of tasks focused on pesticide evaluation, regulatory, and outreach activities in the Worker Protection Program (WPP) of the Worker Health and Safety Branch (WHS) to protect workers and the public from potential risks due to pesticide exposure (inhalation from ambient air, dermal, dietary from food and drinking water). <u>ESSENTIAL FUNCTIONS:</u> Performs a full range of duties involving the analysis, development, and implementation of complex and sensitive projects related to WPP. Communicates orally in Spanish, reviews scientific literature, technical and scientific data, pesticide exposure information, the federal Worker Protection Standard (WPS), state and county pesticide use regulations and requirements, and pesticide labels to assess public health and environmental impacts of pesticide use; prepares technical and scientific reports to document any findings; makes human health safety recommendations; and incorporates those recommendations into worker safety, enforcement, and registration regulations and outreach materials for distribution to County Agricultural Commissioner (CAC) staff, agricultural and non-agricultural pesticide handlers and workers and their employers. Participates in opportunities to educate and increase awareness about rural medical communities' responsibilities regarding pesticide safety issues and farmworkers' concerns. Represents the department in meetings with farmworker and community organizations and advocates.
35%	Develops and delivers trainings/presentations and outreach materials in Spanish related to the WPP designed to increase the awareness of pesticide worker safety issues and concerns based on practical and enforceable mitigation measures intended to protect farmworkers from workplace pesticide exposure. Communicates orally in Spanish with workers cooperating in pesticide exposure and illness investigations as requested by federal, state and county agencies. Responds in Spanish to questions, concerns, and requests for assistance from the general public regarding pesticide use and safety. Transcribes documents written in Spanish into English and English into Spanish.
15%	Attends workshops and meetings where mitigation proposals are presented and discussed; reviews comments and alternate ideas for mitigating unacceptable human exposures submitted by worker advocate group scientists (e.g., California Rural Legal Assistance, Pesticide Action Network North America), industry management and scientists, CAC staff, other governmental agency management and scientists, and the interested public; and prepares written responses to comments received from stakeholders using knowledge of agricultural practices, environmental concerns, and scientific principles as directed by departmental and branch management.
5%	<u>MARGINAL FUNCTIONS:</u> Assists in the development of scientific mitigation proposals to reduce identified unacceptable environmental or human health exposure to pesticides using the Pesticide Illness Surveillance Program (PISP) database, Pesticide Use Reporting (PUR) database, published scientific literature, as well as input from CAC staff, other governmental and university scientists, knowledge of agricultural practices, and scientific principles; assists with evaluation of implemented mitigation measures. Observes field applications of pesticides and assists with scientific investigations and field studies to provide missing data on human health exposure issues posed by pesticide chemicals by collecting

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5%	field samples (air, plant, clothing, surface wipe samples, etc.) that are relevant to pesticide exposure issues. Participates in illness evaluations and exposure assessments as needed to meet WHS objectives. Conducts peer reviews and edits technical papers for publication in peer-reviewed scientific literature and worker and health-related journals (e.g., Journal of Environmental Health, Journal of Pesticide Science) using knowledge of agricultural practices and scientific principles. Communicates with other scientists within the California Environmental Protection Agency (Cal/EPA), U.S. EPA, industry, universities, as well as to students, and the interested public about study results and recommendations. Assists with other duties as required, consistent with this classification. <u>WORKING CONDITIONS:</u> • Frequent statewide and overnight travel, and occasional weekend travel. • Prolonged periods of standing, bending, sitting, and/or kneeling • Working in a high-rise building • Working outside in varying temperatures and weather conditions • Ability to lift up to 20 pounds • Occasional work where exposure to pesticides or pesticide-treated areas may be possible and would require appropriate personal protective equipment to be worn. <u>CRITICAL JOB COMPETENCIES:</u> 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. Organization and Planning – Prioritizes tasks, establishes sequential activities, requests assistance when needed. Technical Credibility – Understands and appropriately applies procedures, requirements, policies, and regulations related to specialized expertise. Integrates technology into the work to improve program effectiveness. Possesses up-to-date knowledge in the profession and industry and accesses other expert resources when appropriate. Translates concepts and ideas into strategies and action steps.

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	<u>PROFESSIONAL ATTRIBUTES:</u> In addition to the above, possesses the willingness and ability to get along with others; accepts direction from supervisor/lead person; abides by work rules; accepts constructive criticism; works effectively within a team environment; adapts to changes in work processes and outputs; and demonstrates political acumen. <u>Environmental Scientist series range differences:</u> Range A is the entry and first working level of the class. Under close supervision, incumbents perform a variety of the less difficult and responsible professional scientific office and field work. In accordance with detailed instructions and specific standards, incumbents gather data on public health, environmental, agricultural productivity, and natural resource management issues; perform preliminary environmental analysis, research, surveys, investigations, and studies of less difficulty; prepare preliminary drafts of reports; prepare drafts of routine correspondence; answer questions of a routine and minor nature from the public; prepare regulatory and compliance documents; and do other related work. Work at this level is characterized by a reliance on detailed instructions and assistance from lead persons and supervisors in the application of proven techniques and methodologies to assigned work. Range B is the intermediate working level of the class. Under general supervision, incumbents perform a variety of responsible scientific professional office and field work. Incumbents gather data on public health, environmental, agricultural productivity, and natural resources management issues; perform environmental analysis, research, surveys, investigations, and studies of average difficulty; write preliminary reports; prepare routine correspondence and answer questions of a routine nature from the public and other governmental entities and agencies; prepare regulatory and compliance documents; enforce environmental laws and regulations; and do other related work. Work at this level is characterized by a reliance on proven techniques and methodologies. Range C is the journey level. Under direction, incumbents perform a variety of responsible professional scientific office and field work. Incumbents independently perform assigned public health, environmental, agricultural productivity, and natural resource management analysis, research, surveys, investigations, and studies; write final reports; prepare regulatory and compliance documents; enforce environmental law and regulations; prepare non-routine correspondence and answer non-routine questions from the public; and do other related work. Incumbents allocated to this level perform a variety of tasks including the more responsible, varied, and complex assignments; incumbents may provide consultative advice to various governmental entities and agencies. Work at this level is often characterized by independent development and use of techniques and methodologies. Incumbents may be assigned lead responsibility for a specific project.