State of California
Department of Pesticide Regulation
POSITION DUTY STATEMENT
DPR-217 (Rev. 02/26)

Classification	**Position Number**	**Location**
Environmental Scientist	814-204-0762-211	Clovis (Central Regional Office)
Division/Branch	**Supervisor's Classification**	**Collective Bargaining Identification Designation (CBID)**
Enforcement Regional Offices Branch	Senior Environmental Scientist (Supervisory)	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

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 close supervision of the Senior Environmental Scientist (Supervisory) and Cannabis Program Manager, the Environmental Scientist performs professional scientific analyses and fieldwork associated with appropriate use of pesticides and supports DPR's Cannabis Program. Applies scientific methods and principles to perform environmental investigations, analyses, research and studies for compliance with toxic and hazardous pesticide restrictions. Provides oversight of enforcement compliance to maintain statewide uniformity. Incumbent generates, analyzes and evaluates scientific data for regulatory compliance with human health and environmental requirements, providing protections from pesticide use on human health, non-target vegetation, cannabis cultivation, food safety, surface/ground water, wildlife, and air quality. **<u>ESSENTIAL FUNCTIONS</u>:**
30%	Coordinates multidisciplinary environmental compliance research projects and collaborates with other agencies, industry, universities, growers, registrants, County Agricultural Commissioners (CAC), and public stakeholders to assess impacts of pesticide use on humans and the environment. Assists the cannabis program manager with projects that support the cannabis program including analyzing results of environmental investigations, making scientifically sound recommendations for needed environmental protection projects, regulatory changes, and enforcement legal actions. Performs statistical analysis of CAC local enforcement program activities to respond to trends and recommend mitigation measures for human and environmental protection. Acts as CAC liaison during human exposure and priority illness investigations. Determines CAC program effectiveness by evaluating restricted materials permitting, compliance monitoring, and enforcement response. Makes recommendations to CACs regarding use of appropriate scientific analytical methods and procedures to ensure consistent program integrity and statewide uniformity to protect human health and the environment. Performs scientific investigations to determine compliance with surface water, ground water, worker safety, chemigation, fumigation, or air quality pesticide enforcement limits.
30%	Coordinates and conducts multidisciplinary product compliance inspections and investigations conducted at manufacturing facilities, pesticide dealers, retail locations, ports, wholesale distribution centers and online as it relates to cannabis cultivation. Organizes/conducts neutral scheme environmental compliance inspections/ investigations of pesticide products to determine compliance with federal and State pesticide laws and regulations, conducts U.S. EPA special requests, and investigates product related complaints at facilities where pesticides are manufactured, sold, used or stored. Reviews and interprets pesticide products and labels, collects samples or perform sub sampling; issues violations notices for unregistered or misbranded pesticide products; collects evidence; and prepares investigative reports of findings. Inspections will be conducted at manufacturing facilities, pesticide dealers, retail locations including hydroponic facilities and wholesale distribution centers
20%	Assists in planning and conducting training of Federal, State or CAC personnel on topics related to the protection of the public, workers' health, and ecological resources. This includes oversight of the California Environmental Quality Act equivalency in issuing permits for the purchase and use of restricted pesticides, the State Implementation Plan to reduce release and formation of volatile

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	organic compounds through complex fumigation use practices and controls, and the implementation of new respiratory protection, fieldworker safety, structural pest control programs to reduce impact on air quality, ground water, workers, and the environment. Serves as liaison within the Department and with external stakeholders to explain the nature of, and scientific basis for, laws and regulations protective of human health and the environment, including cannabis. Negotiates and manages contract agreements for resource allocation and conducts compliance and enforcement activities.
15%	Writes scientific reports and technical documents for publication and/or judicial review that meet scientific and legal standards. Evaluates scientific recommendations to determine effectiveness as a regulatory tool. Performs scientific investigations to determine compliance with pesticide enforcement limits, to determine that presence of pesticide residues on produce commodities is within acceptable federal residue, reviews sampling techniques for scientific soundness and instructs others in their use to ensure proper data collection and analysis. Makes presentations to governmental organizations, scientific associations, growers, and the public.
	MARGINAL FUNCTIONS:
5%	Performs other duties consistent with specifications of the classification; writes scientific and technical reports, letters, and memorandum; enters and tracks work products in DPR databases and logs; conducts research to obtain information on special projects; attends branch relevant trainings; prepares miscellaneous State forms and reports; and other duties assigned.
	WORKING CONDITIONS:
	The incumbent works 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 40 pounds, bend, squat, and climb over boxes, containers, or pallets; travel by automobile or air may be required to different areas of the State. There is field work performed requiring the ability to maneuver over uneven ground and work in outdoor conditions. Occasional statewide travel may be required. Occasional irregular work schedules may be required. Travel may include overnight stays several days each month.

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	CRITICAL JOB COMPETENCIES: *Communication (oral, written, organizational, non-verbal):* Makes clear and convincing oral presentations to individuals or groups; informs, persuades, builds consensus; knows the audience; facilitates open exchange of ideas/opinions; selects and uses appropriate communication approach; actively listens; effectively uses e-mail; avoids mixed messages - the body language says one thing, the words another; applies business-writing principles to all written communications. *Ethics/Integrity:* Creates culture of trusting relationships. Demonstrates trust and principled leadership; promotes organizational vision and values through ethical leadership principles; tells it straight - open and honest even about the bad news; admits mistakes - not an admission of weakness but as having integrity and being trustworthy; walks the talk - walking example of the vision and values of the organization through own authenticity. *Political Acumen:* Identifies the internal and external politics that impact the work of the organization. Perceives organizational and political reality and acts; accordingly, considers a broad range of internal and external factors (big picture) when solving problems and making decisions. Identifies critical, high payoff strategies and prioritizes work efforts; accordingly, in taking action, demonstrates an understanding and consideration of how it will impact stakeholders and affected areas in the organization; formulates strategies that are achievable, cost effective, and address administration and organizational goals; develops and balances operational and strategic management skills; creates a strategic frame of reference. *Leveraging/Valuing Diversity:* Shows sensitivity, respect and value for behavior and values of diverse people; recruits, develops and retains a diverse, high-quality workforce; fosters an environment in which people who are culturally diverse can work together cooperatively and effectively. *Decisiveness:* Makes decisions in a decisive and timely manner; willingly shares decision-making with leadership - transparent decision-making process as warranted; accepts accountability for decisions; perceives impact and implications of decisions; takes action consistent with available facts, constraints, and probable consequences; enables others to succeed and make decisions for themselves. *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 access other expert resources when appropriate; translates concepts and ideas into strategies and action steps. *Customer Service Orientation:* Balances interests of a variety of clients, internal and external; readily adjusts priorities in response to changing client needs; puts 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; develops trust and credibility with the client.

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	RANGE DIFFERENCES: Range A: Working at the entry level under the close supervision of a Senior ES, the ES Range A performs the less difficult and responsible tasks in accordance with detailed instructions and specific standards. Conducts preliminary and less complex research and statistical analysis. Assists in the coordination of studies and projects. Prepares preliminary drafts of reports; prepare drafts of routine correspondence; answer questions of a routine and minor nature. Range B: Working under the general supervision of a Senior ES, the ES Range B performs research and statistical analysis of average difficulty. Coordinates studies and projects. Prepares reports, correspondence, and answers questions of a routine and minor nature. Performs less complex reviews of data, project proposals and reports. Range C: Working independently at the full journey level under the direction of a Senior ES, the ES, Range C performs the more complex tasks. Coordinates complex studies and projects. Performs complex research and statistical analysis. Develops and trains others on the use of new field methods for assessing pesticide contamination. Recruits, interviews, and serves as Lead to Scientific Aids and Student Assistants.