

### Class Concept

Work of this class involves field supervision of research, infrastructure management, and outreach or fish hatcheries activities. Employees adjust short term and long term assignments or work plans in response to changes in conditions (the weather, supply problems, equipment breakdown) or priorities. Supervisors manage requests for resources (employees and equipment) from within the division, from within the agency, and from other agencies and organizations. Supervise work teams who the construct, maintain, enhance or operate the Wildlife Resources Commission's infrastructure assets. Supervise the inmate services program or the operations of one of the major wildlife or inland fisheries facilities. Plan work operations, prepare operational budgets, and establish standards for and direct the work of permanent and seasonal workers on work crews or at hatcheries. Plan, design, review and supervise facility upgrades and maintenance projects, including design and supervision of informal and formal contracts. Budget for, monitor and ensure effective use of resources. Respond to complaints, concerns and requests from the general public. Sites are often located in remote areas of the State and the nature of the work exposes this position and those supervised to safety hazards. There is significant opportunity for financial loss due to loss of economic impact from sporting activities, cost of equipment, materials and supplies, cost of time and other resources due to poorly implemented projects and cost of fines due to non-compliance with laws, regulations, permits and grants. There is significant opportunity for financial and other loss with the responsibility for maintaining health of cultivated fish in the hatcheries and, more indirectly, to fish and wildlife in the field. These positions are distinguished from the Wildlife Conservation Technician II positions due to the operational complexity of the facilities or projects which they oversee, and by responsibility for larger budgets, a wider variety of activities, facilities and equipment, and accountability for a larger work force. Work is performed under the general supervision and is evaluated through conferences and observation of fieldwork.

### Recruitment Standards

#### Knowledge, Skills, and Abilities:

- Considerable knowledge of construction techniques and practices as applied to the construction of boating access areas.
- Considerable knowledge of office practices and procedures including office technology such as spreadsheets, data bases, GIS, and word processing.
- Considerable knowledge of the practical techniques and procedures involved in either inland fisheries management or wildlife management.
- Knowledge of applicable federal and state environmental regulations and ability to supervise to ensure compliance with them.
- Knowledge of federal grants and ability to supervise activities to meet the requirements of grants.
- Knowledge of fish culture, disease management of a variety of species, environmental control and management.
- Knowledge of fish culture, disease management, and environmental control.
- Knowledge of permits and the permitting process.
- Knowledge of statistical analysis, data interpretation, and data modeling.
- Operation and maintenance knowledge of heavy construction equipment, power hand tools, small gasoline engines, portable generators, chain saws, and outboard powered craft.
- Working knowledge of dendrology and the equipment and techniques used in controlled burns.
- Ability to effect and maintain good working relationships with personnel from other relevant State agencies, the Corps of Engineers, private contractors, materials suppliers, and the General public.
- Ability to effectively communicate orally and in writing.
- Ability to establish and maintain effective working relationships with department and other town staff, builders, developers, and the general public.
- Ability to gather and compile materials from a variety of sources such as disease sampling, mast and vegetation surveys, upland songbird routes, bear bait lines and harvest data.

Note: This is a generalized representation of positions in this class and is not intended to identify essential functions per ADA.

- Ability to interpret and apply codes and regulations and give information and instructions on departmental programs based on inquiries.
- Ability to maintain accurate records.
- Ability to maintain records and files and to gather and compile data from a variety of sources.
- Ability to operate and maintain equipment and vehicles used in inland fisheries or wildlife management.
- Ability to plan, implement, and supervise a state-wide field program involving the construction and maintenance of public boating access areas and the clearing of impeded waterways for small craft navigation.
- Ability to project supply, equipment and manpower needs.
- Ability to train and supervise other workers.

Minimum Education and Experience

Associate Degree in wildlife or fisheries management or construction management from an appropriately accredited institution and five years of experience in the management of wildlife or fisheries resources or in construction operations which include heavy equipment operation; or an equivalent combination of training and experience.

Possession of a valid North Carolina driver's license required within 90 days of hire.

Some positions may require coursework for fish culture.

Some positions may require Commercial Driver's License (CDL), pesticide applicator's license and/or NC Burner Certificate.