

## AGRICULTURAL PROGRAM SPECIALIST

This is professional and administrative work in directing either the energy and small farms programs or the environmental and aquaculture programs in the Department of Agriculture. Under administrative supervision, employees plan and implement statewide programs which impact on the operations of all divisions in the Department of Agriculture or a large number of agribusiness operations throughout the state. The employee responsible for the small farms and energy programs assures that the needs of the small farmer are recognized and accommodated in various agricultural programs. In managing the energy program, the employee monitors developments in State and Federal energy programs and provides input into policy development on the State and Federal level to assure that the needs of the State's agricultural community are taken into consideration. The employee over the aquaculture and environmental programs is responsible for the promotion of aquaculture in North Carolina providing assistance to individuals and groups interested in entering into the aquaculture business, and assisting in the development of markets for aquaculture products. In the environmental programs the employee is responsible for monitoring developments in State and Federal environmental programs and providing input into policy development on the State and Federal level to assure that the needs of the State's agricultural community are taken into consideration. Work may include other duties as assigned.

### I. DIFFICULTY OF WORK:

Variety and Scope - Employees are involved in at least two separate and distinct program areas. Within those areas, work involves the identification of program enhancements the development of plans to improve programs, the implementation of those plans and the evaluation of program effectiveness.

Intricacy - In developing and implementing program plans, employees must consider the inter-relationships of a variety of agricultural programs and the impact of plans on those programs. In addition, the interests and needs of individual agricultural business owners or groups of owners must be considered. State and Federal environmental and energy regulations are voluminous and complex requiring considerable study to determine impacts on programs and the agribusiness Industry.

Subject Matter Complexity - Work requires an understanding of programs of the divisions within the Department of Agriculture, an understanding of State and Federal environmental or energy programs and an understanding of agribusiness in North Carolina.

Guidelines - Few guidelines exist in the small farms or aquaculture programs. Guidelines used in the energy and environmental programs include State and Federal guidelines and regulations. These, however, must be interpreted and applied to the Department of Agriculture or the North Carolina agribusiness community.

### II. RESPONSIBILITY:

Nature of Instructions - Instructions are broad and generally set overall program purpose. Within that purpose employees develop and implement their respective programs.

Nature of Review - Program accomplishments are periodically measured against established goals. Especially sensitive projects are reviewed more often.

Scope of Decisions - In the aquaculture program decisions could have an impact on individuals or companies operating aquaculture facilities or the aquaculture industry as a whole. In the small farms program, decisions impact on the owners of small farms. In the energy and environmental programs decisions could impact on the operations of the Department as a whole or the agribusiness community.

Consequence of Decisions - In the aquaculture and small farms programs decisions could impact on the profitability of individual businesses or farms. Decisions in the energy program could result in energy shortages for farmers in times of energy crisis. In the environmental program decisions could result in unnecessary costs to farmers or damage to the environment.

### III. INTERPERSONAL COMMUNICATIONS:

Scope of Contacts - Contacts include individual agribusiness owners or operators, common cause agribusiness groups, and other State and Federal officials.

Nature and Purpose - In the energy and environmental programs, employees explain regulations, present the department's position on proposed regulations and advise agribusiness owners on compliance to regulations. In the small farm and aquaculture programs, employees promote products develop markets and, in the case of the aquaculture program, assist individuals in entering into the business.

### IV. OTHER WORK DEMANDS:

Work Conditions - Most work is conducted in an office setting. Some fieldwork is required to tour farms or potential agribusiness sites.

Hazards - Employees are not typically exposed to workplace hazards.

### V. RECRUITMENT STANDARDS:

Knowledge, Skills, and Abilities - Considerable knowledge of the agribusiness industry in North Carolina. Considerable knowledge of the occupational field to which assigned. Considerable knowledge of State and Federal regulatory and service programs in the area to which assigned. Considerable knowledge of the programs and services of the Department of Agriculture. Ability to plan and implement complex program plans. Ability to promote the agriculture industry and products. Ability to develop departmental positions on proposed rules of regulations impacting on the department or the agribusiness community. Ability to establish and maintain effective working relationships.

Minimum Training and Experience Requirements - Graduation from a four-year college or university with a degree in an agricultural field or a field related to the area of assignment and four years of experience in the planning, analysis, or administration of agriculturally related programs in the public or private sectors; or an equivalent combination of training and experience.