

Class Concept

This is managerial, administrative, and technical work in directing a division in the Department of Agriculture and Consumer Services. Employee plans, establishes, evaluates, and monitors division program goals designed to meet departmental objectives in agri-business and regulatory services. Work may include other related duties as assigned. Work is distinguished from the lower level by the complexity of the program(s) administered.

Program areas may include Agricultural Programs, Soil & Water Conservation, Plant Industry, Agronomics, and Structural Pest Control & Pesticides.

Recruitment Standards

Knowledge, Skills, and Abilities:

Agricultural Programs

Thorough knowledge of the agribusiness industry in North Carolina; thorough knowledge of the occupational field to which assigned; working knowledge of State and Federal regulatory and service programs in the area to which assigned; and considerable knowledge of the programs and services of the Department of Agriculture and Consumer Services. 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; and the ability to establish and maintain effective working relationships.

Soil & Water Conservation

Thorough knowledge of soil science; natural resources conservation; government regulations, programs, and services pertinent to natural resource conservation and clean water; and agricultural programs. Knowledge of community development techniques, technical planning methodology, and knowledge of the conservation problems and issues facing rural and agricultural communities. Ability to manage a conservation program; direct the activities of professional employees (soil scientists, engineers, communications specialists, etc.); to communicate effectively in oral and written form; to express complex ideas, models, and initiatives in terms which are understandable to nonprofessionals; and to establish and effective working relationships with Federal, State, and local officials, as well as the general public.

Plant Industry

Thorough knowledge of state and federal laws and regulations pertaining to plant pests, plant diseases, seed and fertilizer; and knowledge of environmental conditions and agricultural practices in the state. Ability to plan, develop and administer laws and regulations concerning plant pests, plant diseases, seed and fertilizer; ability to recognize program and policy needs and to develop new or revised programs and legislation; ability to assess fiscal, personnel, and program needs and to recommend and support appropriate actions to management; ability to supervise staff personnel and to serve as a consultant; ability to coordinate activities with a wide range of agencies, groups, and individuals; ability to establish and maintain effective working relationships with nurserymen, farmers, commodity groups, state and federal agencies, and the general public; and the ability to supervise others.

Agronomic Services

Thorough knowledge of the principles of soil science, nematology, and plant physiology; knowledge of the analytical techniques involved in soil testing, nematode assay, and plant, waste, and solution analysis; knowledge of the chemical properties of fertilizer materials, nematicides and their effects on soils and plants; and considerable knowledge of agricultural practices and environmental conditions in the State. Ability to plan, develop and direct a diversified agronomic services program; ability to interpret and apply technical research data and incorporate developments into existing programs; ability to assess fiscal, personnel, and program needs and to recommend and support appropriate actions to management; ability to prepare and present clear, concise reports; ability to supervise others; ability to establish and

maintain effective working relationships with farmers, homeowners, agricultural and environmental groups; and state, regional and national agronomic groups.

Structural Pest Control and Pesticides

Thorough knowledge of state and federal laws and rules dealing with pesticides, structural pest control, and other pest control practices, including those ancillary statutes which control toxic or hazardous substances, such as the Resource Conservation and Recovery Act (RCRA), Superfund and Community Right to Know laws, the Clean Air Act, the Clean Water Act, the Toxic Substances Control Act, and the Food, Drug and Cosmetic Act; knowledge of the chemical and physical properties of pesticides, their hazards and risks, use patterns, and application technologies including structural pest control technologies, ground and aerial application; knowledge of pest management practices associated with agricultural production, vegetation management, ornamentals and turf pest management, as well as other specialty areas of pest management; knowledge of business practices associated with the distribution and sale of pesticides; knowledge of regulatory inspection and investigation procedures; knowledge of the principles of professional licensure, testing and examination validation techniques and analysis; and knowledge and skills in public administration, budgeting, human and resources management; and knowledge and skills in project management, program performance assessment, and strategic planning. Ability to communicate effectively with subordinates, peers, superiors, state and federal public officials, industry and interest organizations, legislative groups, and the general public; ability to develop and present concise written or verbal communications on program activities, needs projections, and other issues; and the ability to evaluate program effectiveness.

Minimum Education and Experience:

Agricultural Programs

Master's degree in agriculture, business, or public administration and four years of administrative experience in agri-business or agricultural consumer services; or an equivalent combination of education and experience.

Soil & Water Conservation

Bachelor's degree in an agricultural field (agronomy, crop science, agricultural engineering and soil science), a natural resource management field, or public administration from an appropriately accredited institution and six years of experience including two years of supervisory experience in natural resource conservation, agriculture, and community development.

Plant Industry

Bachelor's degree in an agricultural field from an appropriately accredited institution and six years of related work experience including two years in a supervisory capacity; or an equivalent combination of education and experience.

Agronomic Services

Doctoral degree in agronomy, agricultural science, horticultural science, plant nutrition, soil science, crop science or a related curriculum including extensive coursework in chemistry from an appropriately accredited institution and three years of related work experience including one year of supervisory experience; or an equivalent combination of education and experience.

Structural Pest Control and Pesticides

Bachelor's degree in entomology, biology, plant pathology, plant physiology, horticulture, chemistry, agronomy, zoology, soil science, crop science, animal science, environmental science, ecological science or a related curriculum from an appropriately accredited institution and five years of progressive experience in regulatory or government service programs, cooperative extension programs, agricultural research, agricultural industry or structural pest control industry, including two years of supervisory experience; or an equivalent combination of education and experience.

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