

Class Concept:

Agricultural Related Activities/Program

This is professional and administrative work in planning and directing agricultural related services. Work examples may include environmental, energy/biofuels, small farms, aquaculture, commodity grading, marketing development, food and drug regulatory among others. Instructions are broad and generally set overall program purpose. Within that purpose, employees develop and implement their respective programs which may impact the operations of all divisions in the Department of Agriculture and Consumer Services or a large number of agribusiness operations throughout the state. The employee monitors program developments and provides input into policy development. Work may include other duties as assigned.

Meat & Poultry Inspection Programs

Work in this class involves the implementation of a statewide regulatory program to protect the public through the inspection of meat and poultry products in North Carolina. Employees in this class serve as a manager and technical expert on the Federal and State laws and policies and their implementation within meat production facilities. Employee determines program needs and priorities; serves as a technical resource to co-workers, plant management and the public; trains field supervisors and other trainers; and serves as the primary contact with Federal counterparts. Employee may formulate, implement and evaluate training programs for new inspectors. Employee reviews records related to inspection findings, inspector training and Federal Directives and makes adjustments, as necessary, to program operations. Employee monitors the implementation of a Federal laboratory sampling program and coordinates with inspectors and the analyzing laboratory. Employee is responsible for compiling the report demonstrating that this regulatory program is at least equal to Federal program requirements and for a safety program covering more than 100 employees statewide.

Entomological Programs

Work in this class involves the planning, development and implementation of programs used to combat new plant pests (insects) introduced into North Carolina as part of the North Carolina Department of Agriculture and Consumer Services' Plant Industry Division. Employee formulates, implements, and evaluates program guidelines, procedures and timetables associated with the principal programs including the Gypsy Moth, Boll Weevil, Sweet Potato Weevil, and Imported Fire Ant Programs. Employee provides technical support in the development and design of survey programs when a new pest is introduced into North Carolina including greenhouse and field operations. Employee interprets data and determines data application to the control of the pest, determines the method of treatment and restrictions to be placed on regulated commodities. Employee determines program needs and priorities, serves as a technical resource to co-workers and the public, trains field personnel, conducts method development, and coordinates survey and quarantine work with other state and federal agencies. Work requires the development of programs, policies, and procedures, and writing and/or revising laws, rules, and regulations. Employee maintains close contact with state and federal agencies, industry groups, professional and civic organizations, extension agents, the nursery and agricultural community, and the general public. Work may include other duties as assigned.

Plant Pathology

Work in this class involves coordination of regulatory activities regarding plant diseases and nematodes in statewide programs as part of the North Carolina Department of Agriculture's Plant Industry Division. Employee provides technical expertise in the detection, identification, and control of parasitic plants, nematodes, and plant diseases. Employee determines program needs and priorities; serves as a technical resource to co-workers and the public; trains field personnel; coordinates and evaluates survey, quarantine and other cooperative programs with other states and federal agencies; coordinates export and import certification activities; and participates in research activities. Work requires the development of programs, policies, and procedures and writing and/or revising laws, rules and regulations. Employee maintains close contact with state and federal agencies, industry groups, professional and civic organizations, extension agents, the nursery and agricultural community, and the general public. Work may include other duties as assigned.

Soil Science

This is consultative work in providing assistance to state and local agencies in implementing a program to regulate the design, construction, and operation of ground absorption sewage treatment systems. Employees respond to requests from local or state level health agencies for assistance on the more technically difficult evaluations of the suitability of land for ground absorption sewage treatment systems, for training of local Sanitarians or Soil Scientists, for consultation on program development, and for consultation on the design of alternate systems for waste disposal. Employees work in an assigned area of the State. Work may include other duties as assigned.

Agronomy

This is professional and technical work in the interpretation of laboratory test results and the development of site-specific management recommendations for farmers and other users of the diagnostic and advisory services provided by the Agronomic Services Division within the North Carolina Department of Agriculture & Consumer Services, NCDA&CS. Employees interpret chemical analyses and bioassays for a variety of samples (soil, plant tissue, water, nutrient solutions, animal waste and industrial byproducts) and assist the agricultural community and the general public in implementing recommendations on fertilizer and liming practices, water and waste utilization and the control of plant-parasitic nematodes. Employees explain and promote the services of the division, make farm visits and conduct field research, either independently or in conjunction with other professionals, in support of the division's recommendations. By providing reliable, science-based agronomic information to growers, employees help to increase agricultural productivity and efficiency and safeguard environmental quality. Work responsibility may be limited to a specific geographic region of the state. Work may include other duties as assigned.

Recruitment Standards

Knowledge, Skills, and Abilities:

Agricultural Related Activities/Program

- Thorough knowledge of the agribusiness industry in North Carolina. Considerable knowledge of the occupational field to which assigned.
- Thorough knowledge of State and Federal regulatory and service programs in the area to which assigned.
- Thorough knowledge of the programs and services of the Department of Agriculture and Consumer Services.
- Ability to plan and implement complex programs.
- 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.

Meat & Poultry Inspection Programs

- Thorough knowledge of principles and practices related to the production and processing of meat and poultry products.
- Thorough knowledge of State and Federal laws, regulations, and procedures as it pertains to HACCP and SSOP requirements.
- Extensive skill in communicating with and presenting to a variety of audiences including industry and civic organizations as well as federal, state and local government agencies.
- Thorough knowledge of current inspection procedures and sampling/monitoring techniques to support planning and formulating State programs and policies, as well as providing guidance and advice on complex matters.
- Considerable knowledge of personnel policies and practices
- Ability to train staff in a variety of regulatory and service activities, and to serve as a technical Consultant.
- Ability to manage team or staff effectively.

- Ability to assess the effectiveness and efficiency of program operations.
- Ability to maintain effective working relationships with employees supervised, plant management, and employees.
- Must have normal color vision.

Entomological Programs

- Thorough knowledge of state and federal laws, regulations and programs pertaining to entomological programs.
- Considerable knowledge of entomology with emphasis on pest management. Considerable knowledge of pest control methods and application equipment.
- Considerable knowledge of agricultural practices in the state as well as knowledge of movement of agricultural commodities in national and international commerce.
- Considerable knowledge of environmental principles and sensitivities. Ability to interpret and apply state and federal laws, rules and regulations.
- Ability to conduct laboratory, greenhouse and field research of an applied nature and analyze results using appropriate statistics.
- Ability to compose technical documents, laws, rules and regulations and to communicate these effectively.
- Ability to train staff in a variety of regulatory and service activities, and to serve as a technical consultant to field personnel.
- Ability to identify insects and insect materials.
- Ability to establish and maintain effective working relationships with state and federal agencies, related industry and university personnel, extension agents, nursery and agricultural groups, agricultural research personnel, and the general public.
- Ability to communicate effectively.

Plant Pathology

- Thorough knowledge of the principals of plant pathology and nematology.
- Considerable knowledge of the laws, rules and regulations pertaining to parasitic plants, nematodes and plant diseases.
- Considerable knowledge of environmental conditions and agricultural practices in the state.
- Working knowledge of the principals of entomology, botany and weed science.
- Ability to plan, coordinate and evaluate field survey and regulatory activities.
- Ability to analyze and draw valid conclusions from field conditions and research experiments.
- Ability to establish and maintain effective working relationships with state and federal agencies, professional groups, researchers, extension personnel, nurserymen, farmers, and the general public.

Soil Science

- Thorough knowledge of the mapping and classification criteria applied in the characterization of soils. Thorough knowledge of the physical characteristics of soils and their probable implications regarding waste disposal systems.
- Ability to read and understand construction site plans and blueprints.
- Ability to propose alternate solutions in problem situations that accomplish sanitation objectives and are reasonable from a construction viewpoint.
- Ability to handle with tact, consistency and sound judgment the variety of situations encountered in consultative services and enforcement.
- Ability to prepare technical reports.
- Ability to communicate effectively both orally and in writing.
- Ability to train other workers.

Agronomy

- Considerable knowledge of the principles of soil chemistry, fertilizers, plant nutrition, plant pathology, and crop and soil management.
- Considerable knowledge regarding the utilization of animal, municipal and industrial wastes in crop production systems.
- Considerable knowledge of water quality parameters needed for various agricultural purposes.
- Considerable knowledge of analytical techniques involved in soil testing, nematode assays and plant, waste and solution analyses.
- Considerable knowledge of plant diseases, nematodes and insects as they relate to plant nutrition. Considerable knowledge of crops, environmental conditions and agricultural practices in the State.
- Ability to interpret and apply laboratory data as it relates to soil testing, nematode assays and plant, waste and solution analyses.
- Ability to analyze, evaluate and draw valid conclusions from field observations.
- Ability to prepare analytical reports and to organize and present scientific information in a clear and concise manner.
- Ability to establish and maintain effective working relationships with farmers, homeowners and agricultural groups.

Minimum Education and Experience:

Agricultural Related Activities/Program

Bachelor's degree in an agricultural field or a field related to the area of assignment from an appropriately accredited institution 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 education and experience.

Meat & Poultry Inspection Programs

Bachelor's degree from an appropriately accredited institution and four years of related experience in meat and poultry inspection operations; or an equivalent combination of education and experience.

Entomological Programs

Master's degree in entomology or a closely related curriculum from an appropriately accredited institution and three years of related work experience; or an equivalent combination of education and experience.

Plant Pathology

Master's degree in plant pathology, nematology, or a closely related curriculum from an appropriately accredited institution and three years of related work experience; or an equivalent combination of education and experience.

Soil Science

Bachelor's degree in soil science, agronomy, or a related curriculum from an appropriately accredited institution and four years of experience in soil science; or an equivalent combination of education and experience.

Agronomy

Bachelor's degree in agronomy, soil science, agricultural science, horticultural science, plant nutrition, crop science, or a closely related curriculum from an appropriately accredited institution and three years experience in the advisory, experimental or educational aspects of plant nutrition or soil management; 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.