

### Class Concept

#### Agricultural Commodity Grading

This is supervisory and administrative work in assisting with the management of a grading program by working as a field supervisor over several areas of peanut, fruit, and vegetable grading within the Marketing Division of the North Carolina Department of Agriculture and Consumer Services. This is accomplished by applying U.S. Grading Standards to determine size, quality, condition, and grade of these products. Work includes the training and supervision of a large number of permanent, temporary, and seasonal graders; maintaining and reviewing records and reports; monitoring quality control and the maintenance and calibration of related equipment; and dealing with plant management and/or producers concerning methods or procedures which will improve the quality of the product. Work may include other duties as assigned.

#### Nematology Laboratory Management

This is supervisory, administrative, and advanced technical work, including research activities, in directing and reviewing the work of laboratory personnel engaged in identifying and counting plant parasitic nematodes, and performing other support duties in the nematology laboratory in the Agronomic Services Division of the North Carolina Department of Agriculture and Consumer Services. Employee supervises, plans, directs, reviews and evaluates the work of subordinates; and participates in the development of modifications to methods and procedures, and oversees the introduction of new or modified methods or procedures. Work includes overseeing all Quality Control procedures of the laboratory, ensuring that complex assay data for a wide range of diagnostic, predictive, and regulatory samples are of the highest quality. Employee conducts independent research or participates cooperatively with the Nematologist in related research. Work may include other duties as assigned.

#### Seed Laboratory Management

This is supervisory, administrative, and advanced technical work in directing and reviewing the work of laboratory personnel engaged in determining the purity and germination characteristics of a variety of agricultural, vegetable and flower seeds. Work assignments normally specify only the amount and type of seed testing service to be provided by the laboratory. Employee adapts prescribed testing methods to local use and devises laboratory procedures necessary to achieve the desired results. Employee determines the extent to which seed samples conform to state and federal laws and to certified analysis. Employee informs seed producers, dealers, and other interested parties, orally or in writing, of the laboratory's findings. Work may include other duties as assigned.

### Recruitment Standards

#### Knowledge, Skills, and Abilities:

##### Agricultural Commodity Grading

- Thorough knowledge of the USDA standards, principles, and procedures for grading agricultural products in the area of assignment.
- Thorough knowledge of processing procedures and sanitation standards as applied to the determination of grade.
- Considerable knowledge of equipment calibration and use in the area of assignment.
- Considerable knowledge of the packing and shipping requirements of the various contractors and receivers.
- Ability to train and supervise employees in grading procedures and equipment usage.
- Ability to conduct quality control tests to ensure quality and uniformity in grading procedures.
- Ability to make uniform and constant decisions in assigning and certifying commodity grades.
- Ability to maintain effective working relationships with plant management, producers, shippers, receivers, co-workers, and others.
- Ability to complete required forms, records, and reports and to compute billing charges.

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

#### Nematology Laboratory Management

- Thorough knowledge of nematode morphology and taxonomy.
- Considerable knowledge of methodology, techniques, and procedures used in identifying and quantifying plant parasitic nematodes in soil and root samples.
- Considerable knowledge of laboratory safety practices.
- Skill in the operation of microscopes, centrifuges, balances, and other laboratory equipment.
- Ability to supervise and evaluate the work of technicians and laboratory helpers.
- Ability to analyze results, interpret and develop methodology, understand and solve theoretical problems, and to provide training and instruction to others.
- Ability to establish and maintain effective working relationships with growers who use the services of the nematology laboratory, peer groups in other laboratories, and the general public.

#### Seed Laboratory Management

- Considerable knowledge of techniques and terminology used in determining purity and germination characteristics of a variety of seeds.
- Ability to interpret and apply state and federal seed laws as well as standards of purity and germination to a variety of seed samples.
- Ability to identify uncommon seeds and to analyze for purity difficult grass and agricultural seed mixtures.
- Ability to instruct laboratory personnel in proper work methods, to assign work among them and to review their work for technical accuracy.
- Ability to prepare written reports which reflect the nature, extent and results of seed testing performed by the laboratory.
- Ability to establish and maintain effective working relationships with seed producers, seed dealers, and the general public.

#### Minimum Education and Experience

##### Agricultural Commodity Grading

High school or General Educational Development (GED) diploma and five years of closely related work experience including three years of grading experience in the area of assignment; or an equivalent combination of education and experience.

##### Necessary Special Qualification:

Licensure by USDA for commodities graded; possession of a valid state driver's license.

##### Nematology Laboratory Management

Bachelor's degree in biology, plant pathology or a closely related curriculum including coursework in plant pathology or nematology from an appropriately accredited institution and two years of experience in laboratory or field nematology work; or an equivalent combination of education and experience.

##### Seed Laboratory Management

Associate's degree in horticulture, horticulture technology, or a closely related curriculum from an appropriately accredited institution and four years of experience in seed testing, seed regulation or a related area of seed production or marketing; or an equivalent combination of education and experience.