

Class Concept

Field Supervisors

Work in this class involves supervision of the Wildlife Law Enforcement Officers who, statewide, enforce game, fish, and boating laws and regulations and federal laws as directed in the MOU with the USFWS. On lands owned or leased by the agency, Wildlife Law Enforcement Officers have extended law enforcement and investigatory responsibilities. During a state of emergency, Wildlife Law Enforcement Officers and equipment are directed toward unified emergency operations. Field supervisors may assist with complex investigations. Supervisors interpret and analyze laws, regulations and administrative code for employees. Supervisors oversee a variety of activities, law enforcement methods, violation types, and species. Coordinates and provides instruction in hunting safety and boating safety in accordance with agency policy and NCGS. Supervisors demonstrate complete supervision to include ensuring the quality and quantity of work, setting performance goals and evaluating performance, scheduling resources and developing employees. Work supervised covers several counties. Supervisors plan air, land, and water enforcement operations. Supervise court appearances and evaluate employee's performance at court appearances. Ensure adequate resources (human and equipment) in order to provide effective enforcement activities; researches and analyzes the cost and benefit of specialized equipment. Approve time and leave and ensure compliance with labor laws such as FLSA. Documents deviations from performance standards and implements corrective measures. Documents situations requiring personnel actions and, in consultation with higher level supervisor, takes corrective measures. Supervisors develop communication with district attorneys, judges and local officials. Manage equipment needs. Supervisors research and interpret laws and regulations concerning game, fish and boating laws and may evaluate and suggest improvements to the application of laws and regulations. Supervisors implement Wildlife Resources Agency and Division policies and procedures affecting administrative, law enforcement and personnel management.

SIU Supervisors

Employees in the Special Investigations Unit coordinate and direct complex investigations, often covert and often concentrating on commercialization of wildlife. Investigations can be long- or short-term and represent an accumulation of information and data from a variety of sources. Information may be collected over a series of seasons, especially when the investigation requires covert work. Investigations often require interstate cooperation with similar investigative units. Requires expertise in surveillance equipment. Establish relationships with Confidential Informants for both current information and for future investigations. Contact includes federal and state investigative units for the purpose of accumulating, sharing, and analyzing information. Covert investigations can require difficult working conditions such as long periods of time away from home, tense situations and adverse conditions.

Recruitment Standards

Knowledge, Skills, and Abilities:

- Thorough knowledge and understanding of agency and division goals and objectives.
- Thorough knowledge of law enforcement tactics including patrolling techniques, wildlife / game species, established procedures for evidence collection and submission, laws, regulations and Wildlife Resources Commission policies.
- Thorough knowledge of assigned patrol area, investigative techniques and case preparation requirements.
- Thorough knowledge of boating and water safety.
- Thorough knowledge of law enforcement equipment, its care and safe use. • Thorough knowledge of and skill in the use of firearms and hunting and fishing equipment.
- Thorough knowledge of court, public hearings and administrative procedures.

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

- Thorough knowledge of NC General Statutes in which federal laws are referenced, NC Administrative Code, and local laws.
- Ability to supervise and coordinate work.
- Ability to determine the need for a variety of conveyance including trucks, automobiles, ATVs, outboard motor boats, kayaks, and canoes.
- Ability to express thoughts, ideas, and information both orally and in writing.
- Ability to communicate through interpersonal interactions and written documentation.
- Ability to ensure Wildlife Law Enforcement Officers can effectively testify and provide evidence in court and other judicial settings, anticipating and preparing for lines of questioning; recounting what was observed during an enforcement action or investigation, presenting thorough and logical testimony.
- Ability to give effective presentations.

Minimum Education and Experience:

High school or General Educational Development (GED) diploma and seven years of Wildlife Law Enforcement experience, or an equivalent combination of education and experience.

Necessary Special Qualifications

Certification as a NC Wildlife Law Enforcement Officer in accordance with the provisions of the North Carolina Criminal Justice Training and Standards Commission