

### Class Concept

This is managerial, administrative and technical work in the direction of all research and scientific processes for the Wildlife Resources Commission. Employee plans, supervises and manages research programs for the Division. Employee is responsible for the development and execution of long-term plans for research as it relates to Wildlife Management and Conservation. Responsibilities include establishing and administering various research projects, allocation of resources, monitoring research effectiveness and quality control. Work includes participating on the agency's research committee for the development of protocols for biological research studies, leading research initiatives, evaluating methodologies, conducting research and analyzing research data. Responsible for coordination with university partners. Position will provide technical oversight of human resources management, plan for research equipment and supplies and may perform public relations activities with other departments, agencies, organizations and Universities. Position reports to and receives general supervision from the Chief Deputy.

### Recruitment Standards

#### Knowledge, Skills, and Abilities

- Thorough knowledge of agency goals, objectives, policies, and procedures.
- Thorough knowledge of wildlife (aquatic, marine, and terrestrial), habitats, wildlife management, wildlife disease, and species propagation.
- Knowledge and understanding of scientific concepts, principles, practices and methods used to conduct sound research.
- Knowledge of statistical procedures and related technology, instruments and equipment used at research stations, laboratories or in the field.
- Ability to review and evaluate study results, formulate management and regulatory recommendations, and effectively communicate complex information to executive management, commissioners, and legislators.
- Knowledge of human resources management and fiscal management and knowledge of applicable state and federal laws, rules and regulations.
- Ability to plan and manage a variety of research programs.
- Ability to assess fiscal, personnel and program needs and to plan and implement appropriate actions.
- Effective communication skills with the ability to relay information formally and informally in both verbal and written formats.
- Ability to establish and maintain effective working relationships with other administrators, biologists, the public, leadership of groups interested in wildlife or fisheries (recreational and commercial), federal, state, and local government officials, research institutions and Universities.

#### Minimum Education and Experience

Ph.D. in wildlife or fisheries management, zoology or biology from an appropriately accredited institution and five years of experience designing research relating to wildlife or fisheries management, surveys, monitoring, and research; or an equivalent combination of education and experience.

Master's degree from an appropriately accredited institution and seven years of related experience; or Bachelor's degree in wildlife or fisheries management, marine biology, fisheries science, zoology or biology from an appropriately accredited institution and ten years of related experience; an equivalent combination of education and experience.

#### Special Requirements

Achieve and maintain Adjunct appointment at NCSU and other institutions as appropriate.