

Class Concept

This is professional and supervisory work over a large work unit involved in wildlife (aquatic, marine, and terrestrial) culture, fisheries management, habitat management, forestry, field and laboratory research, disease management, wildlife management, commercial or recreational fishing industry enhancement, and access (such as game land or waterway access) management. Work addresses the health, stability, and control of populations of terrestrial and aquatic wildlife and their habitats. Work may involve management of a significant research or administrative operation that requires extensive coordination of disparate resources. Work involves the technical and administrative supervision of a unit of professional supervisory biologists, biologists and technicians who may be located in work locations remote from the employee. Employee recruits new employees and evaluates, coaches, develops and performs other supervisory functions for those supervised. Employees ensure the overall work unit and projects meet deadlines and evaluate success of the work unit by its achievement of long- and short-term goals and objectives. Employees may assist a higher-level manager to engage with members of the public, legislators, agency partners, and commercial interest to explain policies and regulations. Employees may plan work efforts over a five-year planning cycle based on more detailed one- or two-year plans. Employees project aggregate budgetary needs for the work unit. Employees set guidelines, procedures and standards for quality and quantity of work in response to changing environment. The size of the work unit depends on the complexity of work, supervisory requirements, and geographic dispersion of the work unit. Work is reviewed through documentation of completed goals and objectives for the work unit.

Recruitment Standards

Knowledge, Skills, and Abilities

- Thorough knowledge of supervising the planning, organizing, and directing of biological studies involving wildlife or fisheries management.
- Thorough knowledge of biological statistics, scientific principles, sampling techniques, GIS technology, and computerized data analysis.
- Thorough knowledge of biological principles and management practices as applied to marine or estuarine biology, and wildlife and fisheries management.
- Thorough knowledge of state and federal laws pertaining to supervision including FLSA, OSHA, USERRA, ADA, and EEO.
- Thorough knowledge of taxonomic identification procedures, field and laboratory techniques, and the operation of sampling and laboratory equipment.
- Thorough knowledge of wildlife (aquatic, marine, and terrestrial), habitat, wildlife management, wildlife disease, and species propagation.
- Knowledge of the types, habitats, and behavior of a variety of wildlife (aquatic, marine, and terrestrial) species.
- Knowledge of water level management, wetlands, water chemistry or quality and plant species succession.
- Knowledge of the equipment and techniques associated with silviculture.
- Considerable knowledge of the methods and techniques for hunting, trapping, and commercial and recreational fishing.
- Ability to prepare or guide someone to prepare complex, written, technical reports for a variety of audiences.
- Ability to plan and direct work operations, including complex field studies.
- Ability to supervise the application of biological principles to land use planning.
- Ability to establish and maintain effective working relationships with other biologists, members of the general public, and member of groups interested in wildlife or fisheries management or commercial fishing interests, and local government officials.
- Ability to train and supervise other employees.
- Ability to project and monitor a budget comprised of several projects and to manage federal grants.
- Ability to design and implement or guide employees to design and implement complex study plans or field surveys.

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

- Ability to interpret statistical analysis and to develop compelling recommendations for the consideration of higher-level management.
- Ability to establish and maintain effective working relationships with other biologists, members of the general public, members of groups interested in wildlife or fisheries, and local government officials.
- Ability to acknowledge and capitalize on conservation and resource planning opportunities.
- Skill in operating standard and specialized scientific sampling equipment
- Ability to communicate orally and in writing, to include coaching, counseling, disciplining, developing and otherwise supervising employees.

Minimum Education and Experience

Bachelor's degree in wildlife or fisheries management, fisheries science, zoology, or a biological science, from an appropriately accredited institution and five years of related experience; or an equivalent combination of education and experience.