



Personnel Services Branch
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P. O. Box 4015
Sacramento, CA 95812-4015
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STATE OF CALIFORNIA – ENVIRONMENTAL PROTECTION AGENCY
DEPARTMENT OF PESTICIDE REGULATION

SENIOR ENVIRONMENTAL SCIENTIST
(SUPERVISORY)

CONTINUOUS TESTING
DEPARTMENTAL OPEN

SALARY RANGE: \$5,450.00 - \$6,775.00



Exam Code: 4DMCA

IT IS AN OBJECTIVE OF THE STATE OF CALIFORNIA TO ACHIEVE A DRUG-FREE STATE WORK PLACE. ANY APPLICANT FOR STATE EMPLOYMENT WILL BE EXPECTED TO BEHAVE IN ACCORDANCE WITH THIS OBJECTIVE BECAUSE THE USE OF ILLEGAL DRUGS IS INCONSISTENT WITH THE LAW OF THE STATE, THE RULES GOVERNING CIVIL SERVICE AND THE SPECIAL TRUST PLACED IN PUBLIC SERVANTS.

WHO MAY APPLY

Applicants who meet the minimum qualifications as stated on this examination announcement may apply at any time. This is an open examination.

CONTINUOUS TESTING INFORMATION

Testing is considered continuous as dates can be set at any time. There is no final filing date. The testing office will accept examination applications on a continuous basis and will test applicants as the need warrants.

Once a candidate has taken this Training and Experience Evaluation examination, you may not retest for 18 months. **You must submit a State Application (STD 678) for each testing period.**

HOW TO APPLY

Applicants must complete a Standard State Application (STD 678). Applications must be submitted via the U.S. Postal Service or hand delivered to the Testing Department. Applications will not be accepted via e-mail or FAX.

Applications may be submitted by mail or in person to:

Department of Pesticide Regulation
Personnel Services Branch/Examinations Unit
1001 I Street, 4th Floor MS-4B
PO Box 4015
Sacramento, CA 95812-4015

For your convenience, you may obtain a copy of the Examination Application (STD 678) via the Internet at:

<https://jobs.ca.gov/Profile/StateApplication>

**SUBMIT APPLICATIONS ONLY TO THE ADDRESS INDICATED ABOVE.
DO NOT SUBMIT APPLICATIONS TO THE STATE PERSONNEL BOARD.**

SPECIAL TESTING ARRANGEMENTS

If you have a disability and need special testing arrangements, mark the appropriate box on the Examination Application. You will be contacted about specific arrangements.

REQUIREMENTS FOR ADMITTANCE TO THE EXAMINATION

It is your responsibility to make sure you meet the education and experience requirements stated below. All applicants must meet the education and experience requirements for this examination by the date the application is received by the Examination Unit. **Include your e-mail address on application.** Your signature on your application indicates you have read, understood, and possess the basic qualifications required.

NOTE: All applications must include: "To" and "From" employment dates (month/day/year), time base, and job titles/official civil service classification titles, and detailed description of the specific duties performed. College course information must include: name and address of institution, title, semester or quarter credits, completion dates, and title and type of degree (if applicable). **Applications must also contain an original signature. Applications excluding any of this information may be rejected.** Resumes containing additional information may be submitted with the examination application.

MINIMUM QUALIFICATIONS

Qualifying experience may be combined on a proportionate basis if the requirements stated below include more than one pattern and are distinguished as Either I, or II, or III, etc. For example, candidates possessing qualifying experience amounting to 50% of the required time of Pattern I, and additional experience amounting to 50% of the required time of Pattern II, may be admitted to an examination as meeting 100% of the overall experience requirement.

Education: Possession of a bachelor's or advanced degree with a major in a biological, chemical, physical, or environmental science, soil science, water science, hydrology, agronomy, natural resource science, environmental or public health, physical geography, or a closely related scientific discipline. (Admission to a masters or doctoral degree program in a biological, chemical, physical, or environmental science, soil science, water science, hydrology, agronomy, natural resource science, environmental or public health, physical geography, or a closely related scientific discipline shall be considered to meet these education qualifications.)

EITHER I

Experience: Two years of experience in the California state service performing the duties of an Environmental Scientist, Range C.

OR II

Experience: Experience: Five years of increasingly responsible professional experience as a scientist in environmental analysis, research, management, planning, regulation, or investigation, two years of which have included responsibility in the development or implementation of environmental policies, programs, plans, or research projects; or conducting an environmental monitoring and surveillance, enforcement, or environmental management program; or in the direction of the work of a multidisciplinary environmental investigatory or regulatory staff, at a level equivalent to that of an Environmental Scientist, Range C, in the California state civil service. Possession of a master's degree in a biological, chemical, physical, or environmental science, soil science, water science, hydrology, agronomy, natural resource science, environmental or public health, physical geography, or a closely related scientific discipline may be substituted for one year of the required general experience; possession of a doctorate in the above-named disciplines may be substituted for two years of the general experience.

See following page for additional information

**DESIRABLE
COMPETENCIES**

In appraising the relative qualifications of candidates, consideration will be given to the range and depth of pertinent experience in the following DPR Professional Development Competencies: Communication, Technical Credibility, Decisiveness, Problem Solving, Teamwork, Ethics/Integrity, Flexibility/Adaptability, Self-Motivation, Dependability, Project Management, Stress Tolerant, Valuing Diversity, Partnering/Networking.

**ADDITIONAL
DESIRABLE
QUALIFICATIONS**

In appraising the relative qualifications of candidates, consideration will be given to the extent and type of pertinent experience and education over and above that required under "Minimum Qualifications." Experience in management, supervision, lead responsibility, research, planning, or consultation in environmental programs will be given preference. Dependability in meeting work-related responsibilities.

Possession of a valid California driver license.

Willingness to:

1. Work in a team-oriented environment.
2. Travel.
3. Occasionally work irregular hours.
4. Occasionally work in rough terrain and in inclement weather.

**POSITION
DESCRIPTION AND
LOCATION**

The Senior Environmental Scientist (Supervisory) is the first supervisory level of the series. Incumbents supervise and direct the work of professional or technical staff, are responsible for staff development, performance evaluation, program budgeting, and work force planning, and do other related work. Incumbents performing in this capacity have the authority and responsibility in the interest of management to recruit, hire, transfer, suspend, lay off, recall, promote, discharge, assign, reward, or discipline employees. Incumbents have the responsibility to direct employees, adjust employee grievances, or effectively recommend such actions.

Positions may exist with the Department of Pesticide Regulation in Sacramento, Anaheim, Fresno and West Sacramento.

**EXAMINATION
INFORMATION**

This examination will consist of a **Training and Experience Evaluation** weighted 100%. The Training and Experience Evaluation is designed to elicit a range of specific information regarding each candidate's knowledge, skills, abilities, and potential to effectively perform the duties relative to this classification. Responses to the evaluation will be assessed based on pre-determined rating criteria. In order to obtain a position on the eligible list a minimum overall rating of 70% must be attained in the examination. **COMPETITOR'S WHO DO NOT COMPLETE THE TRAINING AND EXPERIENCE EVALUATION WILL BE DISQUALIFIED.**

**SCOPE OF
EXAMINATION**

A. Knowledge of:

1. The rules of the English language in order to effectively communicate, orally and in writing, and edit various documents including staff reports, research reports or other technical documents to achieve program goals.
2. Advanced scientific research principles and methods as they apply to one or more of the following disciplines: environmental management, ecology, biology, physiology, entomology, botany, chemistry, mathematics, computer modeling, agriculture, plant sciences and statistics, to ensure scientific validity.
3. Basic computer operation and commonly used word processing, presentation, spreadsheet, electronic communication and data management software to achieve program goals.
4. Manager's/supervisor's role in the implementation of the Department's equal employment opportunity policy to promote fair and equitable hiring, promotion, and employee development within a work environment that is free of discrimination and harassment.
5. Effects of pesticides and appropriate pesticide-use practices to ensure protection of human and environmental health.
6. Federal, State, and local laws, regulations, policies, and requirements pertaining to pesticide registration, sales, and use to ensure the protection of human and environmental health.
7. The Department's mission and policies, organizational structure, pesticide and environmental regulatory programs, and relationships to other government and private entities to ensure the protection of human and environmental health.
8. Basic leadership principles and techniques to create effective teams and encourage and motivate staff to achieve goals and objectives
9. Principles and methods of environmental and human health risk assessment, management, and communication to ensure the protection of human health and the environment.
10. Basic principles and techniques of budgeting, personnel management and supervision, as outlined in the statewide and departmental personnel directives, policies, and procedures to achieve department goals.
11. General workplace safety practices including working in the office, driving safety, the handling and management of hazardous materials, and use of personal protective equipment to ensure a safe work environment.

B. Ability to:

1. Independently analyze situations and exercise sound judgment in order to take appropriate actions.
2. Effectively communicate, both verbally and in writing, to disseminate information, respond to inquiries, and deal professionally with staff, government agencies, stakeholders, and the general public.
3. Effectively lead, supervise, train, and motivate staff to facilitate and maintain a collaborative and respectful working environment.
4. Establish and maintain cooperative relations and effectively communicate with federal, State, and local agencies; the regulated industry; advocacy groups; and co-workers in order to meet the Department's goals and objectives.
5. Independently plan, organize, and direct the work of others to achieve Department's goals and objectives.
6. Effectively listen to and encourage open communication with staff and stakeholders to achieve program goals.
7. Prepare concise, complete, and technically accurate environmental documents, reports, scientific papers, and permit conditions to communicate departmental findings.
8. Inspire confidence and effective working relationships with employees, managers, and leaders in government and industry to achieve program goals.
9. Manage multiple projects to ensure timely completion and high quality work products.
10. Provide leadership to accomplish program functions and objectives.
11. Appropriately and effectively delegate assignments to staff to ensure timely completion of program objectives.
12. Independently collect, analyze and evaluate data and technical information to develop innovative solutions and make sound recommendations to protect human health and the environment.
13. Use computer software programs to develop and prepare program documents and reports.
14. Apply federal, State, and local laws, regulations, and requirements to protect human health and the environment.

See following page for additional information

B. Ability to Continued

15. Effectively promote equal employment opportunity in hiring, employee development and promotions to provide a workplace free from discrimination and harassment.
 16. Independently plan and develop research projects, scientific procedures, regulatory documents, and departmental guidelines to ensure protection of human health and the environment.
 17. Effectively plan and present interpretive and educational materials both orally and in writing, to provide departmental program information to department staff, government agencies, stakeholders, and the general public.
 18. Lead group discussions and encourage participation in order to address issues or problems.
 19. Maintain organized records in order to support actions taken or conclusions made.
 20. Understand and apply principles of human health and environmental risk assessment and risk management to achieve departmental goals and objectives.
 21. Independently interpret quantitative or statistical data in order to extract key information and make valid inferences.
 22. Effectively prioritize assignments to ensure that critical issues are addressed in a timely manner.
 23. Accurately observe, record, and recall pertinent facts and details to document events and investigations.
 24. Effectively apply scientific methods and principles in the development, conduct, and review of pesticide-related environmental and human health studies and investigations to protect human health and the environment.
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ELIGIBLE LIST INFORMATION

A departmental open eligibility list will be established for the Department of Pesticide Regulation. The list eligibility will expire 24 months after it is established unless the needs of the service and conditions of the list warrant a change in this period. Once you have taken the Training and Experience Evaluation, you may not retake it for 18 months. The names of successful competitors will be merged into the list in order of final score regardless of test date. This examination will be administered on a continuous basis. The highest score takes precedence regardless of the examination date.

VETERANS' PREFERENCE

Veterans' Preference: Will be awarded in this examination, pursuant to Government Code Section 18973.1, effective January 1, 2014, as follows:

1. Any veteran, widow or widower of a veteran, or spouse of a 100 percent disabled veteran, who achieves a passing score in an entrance examination, shall be ranked in the top rank of the resulting eligibility list. Any veteran who has been dishonorably discharged or released is not eligible for veterans' preference.
2. An entrance examination is defined, under the law, as any open competitive examination.
3. Veterans' Preference is not granted once a person achieves permanent civil service status.

HOW TO APPLY FOR VETERANS' PREFERENCE

The California Department of Human Resources (CalHR) has information on how to apply for Veterans' Preference on their website at www.jobs.ca.gov and on the Application for Veterans' Preference form (CalHR 1093). Additional information is also available at the Department of Veterans Affairs website at www.cdva.ca.gov.

GENERAL INFORMATION

The California Department of Pesticide Regulation and the State Personnel Board reserve the right to revise the examination plan to better meet the needs of the service if the circumstances under which this examination was planned change. Such revision will be in accordance with civil service laws and rules and all competitors will be notified.

Americans with Disabilities Act, Title II: The California Department of Pesticide Regulation (DPR) is committed to a strong policy of equal employment opportunity. To this end, DPR does not discriminate against or exclude any person from participating in the employment process, advancement, benefits of employment, or in the admission and access to programs or activities administered by DPR on the basis of race, color, national origin, ancestry, religion, creed, sex, marital status, sexual orientation, pregnancy, age, veteran status, political affiliation, genetic information, or disability (including AIDS) as required by Title II of the Americans with Disabilities Act (ADA). Reasonable accommodations for qualified individuals with disabilities will be made available upon request. Candidates must be able to perform the essential functions of the position with or without reasonable accommodations.

For an examination without a written feature, it is the candidate's responsibility to contact the **Department of Pesticide Regulation, Personnel Services Branch/Examinations Unit at (916) 322-4553** prior to the final filing date if they are experiencing problems accessing the Training and Experience Evaluation or have any questions regarding the examination process.

It is the candidate's responsibility to contact the **Department of Pesticide Regulation, Personnel Services Branch/Examinations Unit at (916) 322-4553** three weeks after the final filing date if he/she has not received a progress notice.

Applications are available at State Personnel Board offices, local offices of the Employment Development Department, the Department of Pesticide Regulation, and online at the State Personnel Board website at www.jobs.ca.gov.

If you meet the requirements stated on this bulletin, you may take this examination, which is competitive. Possession of the entrance requirement does not assure a place on the eligible list. Your performance in this examination will be assessed based on a pre-determined job related rating criteria, and all candidates who pass will be ranked according to their scores.

Eligible Lists: Eligible lists established by competitive examination, regardless of date, must be used in the following order: 1) sub-divisional promotional, 2) departmental promotional, 3) multi-departmental promotional, 4) service-wide promotional, 5) departmental open, 6) open. When there are two lists of the same kind, the older must be used first. Eligible lists will expire in one to four years unless otherwise stated on this bulletin.

List appointment after a transfer appointment: Effective May 1, 2008, the State Personnel Board will allow an employee who transferred into a class to take an examination for and later receive a list appointment to the same or lower class. Employees, who take an examination under such circumstances must, however, meet the minimum qualifications and be reachable on the resulting list.

Hiring Interview Scope: In a hiring interview, in addition to the scope described in this bulletin, the panel will consider education, experience, personal development, personal traits and fitness. In appraising experience, more weight may be given to the breadth and recency of pertinent experience and evidence of the candidate's ability to accept and fulfill increasing responsibilities than to the length of his/her experience. Evaluation of a candidate's personal development will include consideration of his/her recognition of his/her own training needs; his/her plans for self-development; and the progress he/she has made in his/her efforts toward self-development.

See following page for additional information

General Qualifications: Candidates must possess essential personal qualifications including integrity, initiative, dependability, good judgment, and ability to work cooperatively with others; and a state of health consistent with the ability to perform the assigned duties of the class. A medical examination may be required. In open examinations, investigation may be made of employment records and personal history and fingerprinting may be required.

TDD is Telecommunications Device for the Deaf and is reachable only from phones equipped with a TDD device

California Relay Telephone Service for the Deaf or Hearing-Impaired

From TDD phones: 1-800-735-2929

From voice phones: 1-800-735-2922