



TEXAS PARKS AND WILDLIFE DEPARTMENT  
invites applications for the position of:

# Natural Resource Specialist V (Policy and Education Team Lead)

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**SALARY:** \$5,546.53 /Month

**OPENING DATE:** 11/29/16

**CLOSING DATE:** 12/23/16 11:59 PM

**DIVISION:** Coastal Fisheries

**WORK ADDRESS:** TPWD Headquarters, 4200 Smith School Road, Austin, TX 78744

**HIRING CONTACT:** Mark Lingo, (512) 389-4668

**GENERAL DESCRIPTION:**

Under the direction of the Science & Policy Resources Branch Chief, this position is responsible for leading, training, and coordinating the work of the Policy and Education team. Designs studies and performs data collection, management and analysis in support of Division's activities. Prepares data and information for presentations, fiscal notes, cost-benefit analysis, staff papers and scientific articles to document evaluations. Interacts with commercial and recreational fishermen, marine stakeholders, department personnel and other agency staff to meet Division goals. Works under minimal supervision, with extensive latitude for the use of initiative and independent judgment. Performs additional duties as assigned. Complies with all Agency, Division and Branch rules, regulations and procedures.

**POSTING NUMBER:** 17-00118

**QUALIFICATION GUIDELINES:**

**MINIMUM QUALIFICATIONS:**

**Education:**

- Graduation from an accredited college or university with a Bachelor's degree in a Natural Resource Science, closely related Social or Economic Science, or closely related Biological Science.

**Experience:**

- Three years of progressively responsible experience in fisheries-related research, planning, program development and field executed management programs;
- Two years experience as a full-time supervisor OR Three years experience in a non-supervisory position that required leadership skills and implementing program directives;
- Publication record in fisheries related research;

NOTE: Experience may have occurred concurrently.

**Licensure:**

- If driving is required, applicant must possess a valid State driver's license.

**ACCEPTABLE SUBSTITUTIONS:**

**Experience:**

- Graduation from an accredited college or university with a Master's degree in a Natural Resource Science, closely related Social or Economic Science or closely related Biological Science, may substitute for one year of the required experience of progressively responsible experience in fisheries-related research, planning, program development and field executed management programs;
- Graduation from an accredited college or university with a PhD in a Natural Resource Science, closely related Social or Economic Science or closely related Biological Science, may substitute for two years of the required experience of progressively responsible experience in fisheries-related research, planning, program development and field executed management programs.

**PREFERRED QUALIFICATIONS:**

**Education:**

- Graduation from an accredited university with a Master's Degree or PhD in Fisheries Management, Marine Science, Human Dimensions of Natural Resources, or a closely related Biological Science.

**Experience:**

- Experience in using at least one of the following statistical software programs: SAS, R, PRIMER, JMP;
- Experience in analyzing complex data sets;
- Experience preparing and delivering presentations to senior staff, committees, professional associations, and/or constituent groups.

**KNOWLEDGE, SKILLS AND ABILITIES:**

- Knowledge of survey techniques in human dimensions research;
- Knowledge of fishery management issues and department management responsibilities;
- Knowledge of statistical principles with applications to fisheries management;
- Skill in personnel management and supervision of staff;
- Skill in establishing short- and long-term goals and objectives;
- Skill in making public presentations within formal and informal formats;
- Skill in effective verbal and written communication, technical writing and public speaking;
- Skill in using MS Word, Excel, PowerPoint, Access and Outlook;
- Skill in making independent, sound and timely decisions;
- Skill in planning, assigning and supervising the work of others;
- Skill in providing directions and guidance to less tenured staff;
- Skill in managing several project simultaneously;
- Skill in analyzing statistical data sets;
- Skill in establishing and maintaining effective work relationships with co-workers and work-related contacts;
- Ability to communicate effectively with the public;
- Ability to conduct scientific studies, design surveys and analyze data;
- Ability to supervise, motivate, and develop a functional team within a diverse workgroup;
- Ability to prepare reports, manuscripts, and presentations;
- Ability to manage large databases and provide support for effective use of data by managers;
- Ability to work independently with little or no supervision;
- Ability to work as a member of a team;
- Ability to conduct work activities in accordance with TPWD safety program.

**ADDITIONAL INFORMATION:**

**WORKING CONDITIONS:**

- Required to work from 8:00 a.m. to 5:00 p.m., Monday through Friday;
- Required to work overtime as necessary;
- Required to travel 15% with possible overnight stays;
- May be required to operate a State vehicle;
- Non-smoking environment in State buildings and vehicles.

**ADDITIONAL REQUIREMENTS:**

**In order to be considered for this position, the following information is required:**

- Submission of a completed online application;
- Work history experience MUST be completed in the online application;
- A scanned copy of official college transcript(s) issued from the registrar must be attached to the online application (if applicable);
- Applicants selected for interview MUST submit copy of publication record in fisheries research at time of interview;
- Applicants must attach a DD214 or other supporting documentation to the online application to claim Veterans Preference.

NOTE: Resume and professional references may be attached to the online application, but not in place of the completed application. A skills test may be conducted at time of interview.

**Army 72, 92**

**Navy Meteorology and Oceanography, Restricted Line (Information Dominance)**

**Coast Guard MST, 790, 72**

**Marine Corps 68, 88**

**Air Force 1W, 8E, 9S, 15**

[http://www.hr.sao.state.tx.us/Compensation/MilitaryCrosswalk/MOSC\\_NaturalResources.pdf](http://www.hr.sao.state.tx.us/Compensation/MilitaryCrosswalk/MOSC_NaturalResources.pdf)