



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

Natural Resources Specialist I-II-III-IV

SALARY: \$3,459.96 - \$5,020.26 Monthly

OPENING DATE: 12/02/16

CLOSING DATE: 12/30/16 11:59 PM

DIVISION: Inland Fisheries

WORK ADDRESS: TPWD Dundee Fish Hatchery, Route 1 Box 123A, Electra, TX 76360

HIRING CONTACT: John Paret, (940) 586-1203

GENERAL DESCRIPTION:

Under the direction of the Hatchery Manager, this position is responsible for assisting in planning, coordinating and operating a warmwater state fish hatchery. Scope of duties includes planning, organizing and coordinating fish propagation, distribution and facility maintenance. Conducts applied scientific experiments in all aspects of warmwater fish culture. Organizes and conducts public outreach activities. Supervises and directs a team of permanent technicians, and/or seasonal workers, interns and volunteers. Assists with various administrative duties. Performs additional duties as assigned. Complies with all Agency, Division and Branch rules, regulations and procedures.

Note: Natural Resources Specialist (NRS) I salary will be commensurate with experience and/or completion of an advanced degree. Current TPWD NRS I-IV employees may apply for this position at their current classification and salary. Career Ladder progression is available dependent upon business need.

POSTING NUMBER: 17-00121

QUALIFICATION GUIDELINES:

MINIMUM QUALIFICATIONS:

Education:

- Graduation from an accredited college or university with a Bachelor's degree in Wildlife Science, Wildlife Management, Wildlife Ecology or closely related field in Natural Resources Management. Major coursework from Bachelor's or post-Bachelor's degree programs must include 24 hours minimum in Wildlife/Habitat Conservation, Wildlife/Natural Resources Management and/or Research from accredited college or university.

Experience:

- **NRS I:** No experience;
- **NRS II:** Two years relevant experience;
- **NRS III:** Six years relevant experience;
- **NRS IV:** Ten years relevant experience.

Licensure:

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

ACCEPTABLE SUBSTITUTIONS:

Experience:

- **NRS II-IV ONLY:** Graduation from an accredited college or university with a Master's degree in Biology, Ecology, Geology, Wildlife, Fisheries Science or one of the Natural Sciences may substitute for one year of the required experience;
- **NRS II-IV ONLY:** Graduation from an accredited college or university with a PhD in Biology, Ecology, Geology, Wildlife or Fisheries Science or one of the Natural Sciences may substitute for two years of the required experience.

KNOWLEDGE, SKILLS AND ABILITIES:

- Knowledge of fish hatchery management;
- Knowledge of fish culture practices;
- Knowledge of applicable laws, regulations, and policies dealing with conservation of fish and wildlife resources and their habitat;
- Knowledge of flora and fauna of Texas and their ecosystems;
- Skill in the operation of a variety of scientific and analytical equipment including microcomputers and related software;
- Skill in collecting scientific data;
- Skill in planning, assigning and/or supervising the work of others;
- Skill in training others;
- Skill in effective verbal and written communication;
- Skill in using MS Word, Excel and Outlook;
- Skill in effective interaction with staff at all levels of the department and other State agencies and organizations;

NRS I:

- Ability to supervise professional and technical staff;
- Ability to perform administrative duties;
- Ability to design scientific experiments, collect and analyze data, prepare scientific and administrative reports;
- Ability to effectively communicate operations and research findings to the scientific community, resource managers, recreationalists, students and members of the general public;
- Ability to establish and maintain working relationships with co-workers, agency staff and management to achieve common goals;
- Ability to prioritize workloads and meet deadlines;
- Ability to work as a member of a team;
- Ability to perform manual labor including, lifting supplies and materials up to 25 lbs.;
- Ability to work under moderate supervision, with limited latitude for the use of initiative and independent judgment;
- Ability to conduct work activities in accordance with TPWD safety program;

NRS II:

- Ability of NRS I; PLUS:
- Ability to maintain flexibility and work with frequent interruptions and multiple changing priorities;
- Ability to work under general supervision, with moderate latitude for the use of initiative and independent judgment;

NRS III:

- Ability of NRS II; PLUS:
- Ability to use sound judgment in dealing with confidential matters of significant consequences;
- Ability to work under limited supervision, with considerable latitude for the use of initiative and independent judgment;

NRS IV:

- Ability of NRS III; PLUS:
- Ability to exercise sound judgment when making critical decisions;
- Ability to work under minimal supervision, with considerable latitude for the use of initiative and independent judgment.

ADDITIONAL INFORMATION:**WORKING CONDITIONS:**

- Required to work hours other than 8:00 a.m. to 5:00 p.m., with days off other than Saturdays, Sundays and holidays;
- Required to work overtime if necessary;
- Required to perform work outdoors, occasionally in adverse weather conditions;
- Required to perform manual labor including, lifting supplies and materials up to 25 lbs.;
- May be required to operate a State vehicle;
- Required to travel 10% with possible overnight stays;
- 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 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