



MISSOURI DEPARTMENT OF CONSERVATION

Job Title:	Resource Scientist (Stream Habitat Ecologist)	Title Code:	8339
Salary Grade:	CS H	FLSA Category:	Exempt
Posting Number:	2018-011	Posting Type:	Internal and External
Division:	Resource Science	Job Location:	Central Regional Office, Columbia, MO
Salary Range:	\$40,548 - \$71,532	Starting Salary:	Commensurate with work experience depending upon qualification.

DUTIES AND RESPONSIBILITIES:

This position will lead a research program to meet information needs for management of stream habitat and ecological flows to enhance the Department's Strategic Goals of maintaining water quality and quantity that supports fish, forests, wildlife, and outdoor recreation to sustain aquatic systems that support healthy and sustainable populations of fish and wildlife.

Research. Conducts and coordinates stream habitat and ecological flow management evaluations and monitoring; implements research to address the response of aquatic communities and habitat to flow alternations including effects of hydropower project operations such as those on the Lower Osage River, East Fork Black River, and Niangua River; identifies priority information needs, proposes studies, and leads project teams to collect and evaluate data; collaborates with other Department personnel and investigators from state and federal agencies and academic institutions to propose and perform research statewide.

Technical Support. Supplies technical expertise to support management of stream habitat that sustains healthy and diverse communities of aquatic organisms with areas of emphasis including fluvial geomorphology, stream hydraulics and hydrology, watershed management, aquatic and riparian ecology, stream habitat improvement practices; uses ecological flow and hydrodynamic modeling to predict and validate stream habitat management; provides assistance and training for Department and other agency staff on topics related to stream flow, aquatic ecology, and physical stream processes; makes recommendations for conservation and management of riverine resources; works comfortably in a team setting with resource managers and administration to identify critical issues for evaluation.

Information Transfer. Analyzes and interprets data, maintains highly organized databases, and develops a variety of reports and presentations to communicate research results; provides information to regional field staff, state and federal agencies, and the public regarding new technologies and research findings to improve efficiency and effectiveness of monitoring and management practices; collaborates with stakeholders and policy coordinators to develop and implement Department positions on aquatic resource issues; prepares Federal Aid and administrative

briefing reports; represents the Department as an expert ecologist on various multi-agency working groups at regional and national levels.

Business Management/Supervision. Develops annual work objectives, tracks accomplishments, and assesses work performance; proposes and manages program budget, inventories, and associated reporting; hires and supervises from one to three temporary hourly employees and one permanent employee; guides and mentors graduate students associated with cooperative research projects; pursues external grants to augment research project funding.

Other duties are performed as required. This Resource Scientist is under the supervision of the Aquatic Systems and Environmental Health Unit Supervisor.

QUALIFICATIONS:

Graduation from an accredited college or university with a Master's Degree in Fisheries or related biological science including diverse and substantial training in areas such as watershed and river hydrology; ecosystem dynamics; ecological flow and habitat modeling; fluvial geomorphology, stream hydrodynamics, riparian ecology, and reservoir hydrology and operations; technical expertise in sampling and identifying aquatic organisms and characterizing habitat; exceptional quantitative skills to design, analyze, and interpret research; effective communication and leadership skills to direct projects, coordinate staff, present results, and work in partnerships that can involve contentious policy issues. At least three years of progressively responsible professional experience in stream research or an equivalent combination of education and experience is preferred.

CORE COMPETENCIES AND SPECIAL ABILITY REQUIREMENTS:

- Take a long-term view of the Department's and Division's direction and articulate a vision which integrates key program goals, priorities, and values.
- Apply critical thinking to define a problem, develop hypotheses, design studies that reduce uncertainties, analyze relevant information, and offer innovative, defensible solutions.
- Consider conservation issues at a variety of geographic and temporal scales and identify relevant ecological processes.
- Use and maintain equipment to characterize flow, establish stream channel morphology, measure water quality, and design habitat evaluation techniques.
- Employ a wide variety of stream organism sampling methods with the ability to reliably identify fish and other organisms.
- Ensure a highly organized system for maintaining databases and other program critical information.
- Prepare and deliver presentations, seminars, workshops, and training to diverse audiences.
- Trailer and operate a variety of motorized boats and other watercraft on flowing waters.
- Operate motor vehicles including full-size pick-up trucks and have or obtain a Missouri Driver's License by the date of employment.
- Develop and sustain cooperative working relationships.
- Persuade others to accept a course of action that may differ in view point from their own.
- Establish comprehensive and realistic plans of action to accomplish activities and evaluate progress.
- Maintain a productive, team-oriented atmosphere among peers and assistants and make sound administrative and supervisory decisions.
- Make independent decisions and act quickly and decisively on the determined course of action.
- Maintain focus and intensity; remain optimistic and persistent under adversity.
- Administer financial resources in a manner which instills public trust and accomplishes the

Department's mission.

- Demonstrate regular and predictable attendance.
- Work evenings, Saturdays and Sundays when needed.
- Travel frequently and occasionally stay overnight away from official domicile.

CONDITIONS OF EMPLOYMENT:

This position has been determined to be exempt according to the Fair Labor Standards Act. Employees must agree to accept compensatory time off in lieu of cash payments in accordance with the Department's Compensatory Time Off and Overtime policy.

Prospective salaried employees need not be residents of Missouri at the time of interview; however, they must become residents on or after employment within a reasonable period.

Smoking is prohibited in all owned, rented or leased Department of Conservation offices, buildings, and similar facilities, in Department aircraft, and in vehicles.

The Department of Conservation will hire only United States citizens and aliens authorized to work in the United States. All new employees will be required to complete an "Employment Eligibility Verification" (Form I-9) and produce requested documentation after employment.

Candidates seeking initial employment or re-employment must submit to a drug screen following offer of employment.