



## Senior Environmental Scientist Series

Class Code: 0765 – Exam Code: 4PB1001 – Senior ES (Specialist)

Class Code: 0764 – Exam Code: 4PB1002 – Senior ES (Supervisory)

Department(s): California Coastal Commission  
California State Lands Commission  
California Tahoe Conservancy  
Delta Stewardship Council  
Department of Fish and Wildlife  
Department of Food and Agriculture  
Department of Forestry and Fire Protection (CAL FIRE)  
Department of Parks and Recreation  
Department of Pesticide Regulation  
Department of Public Health  
Department of Resources Recycling and Recovery (CalRecycle)  
Department of Toxic Substances Control  
Department of Water Resources  
Military Department  
Natural Resources Agency  
Office of Environmental Health Hazard Assessment  
Sacramento-San Joaquin Delta Conservancy  
San Francisco Bay Conservation and Development Commission  
State Water Resources Control Board

Opening Date: 4/29/14

Final Filing Date: Continuous

Type of Examination: Open, multi-departmental

### EEO

The State of California is an equal opportunity employer to all, regardless of age, ancestry, color, disability (mental and physical), exercising the right of family care and medical leave, gender, gender expression, gender identity, genetic information, marital status, medical condition, military or veteran status, national origin, political affiliation, race, religious creed, sex (includes pregnancy, childbirth, breastfeeding and related medical conditions), and sexual orientation.

### DRUG-FREE STATEMENT

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 SHOULD APPLY?

Applicants who meet the Minimum Qualifications as stated on this bulletin may apply for and take this Training and Experience Evaluation at any time.

**Once you have taken the Training and Experience Evaluation, you may not retake it for twelve (12) months.**

### FILING INSTRUCTIONS

**Final Filing Date:** Continuous

**Where to Apply:** Click the link at the bottom of this bulletin.

### **SPECIAL TESTING ARRANGEMENTS**

If you have a disability and need special assistance or special testing arrangements, contact:

California Department of Human Resources  
Examination and Selection Services Section  
1-866-844-8671  
California Relay Service (7-1-1)  
Telecommunications Device for the Deaf (TTY) (916) 654-6336

TTY is a telecommunications device that is reachable only from phones equipped with a TTY device.

### **SALARY INFORMATION**

Senior Environmental Scientist (Specialist): \$6,182.00 - \$7,690.00  
Senior Environmental Scientist (Supervisory): \$8,528.00 - \$10,602.00

### **ELIGIBLE LIST INFORMATION**

An open, merged eligible list will be established by the California Department of Human Resources for use by other State departments. The names of successful competitors will be merged onto the eligible list in order of final score regardless of test date. **Eligibility expires twelve (12) months after it is established.** Competitors must then retake the Training and Experience Evaluation to reestablish eligibility.

### **REQUIREMENTS FOR ADMITTANCE TO THE EXAMINATION**

**NOTE:** All applicants must meet the education and/or experience requirements as stated on this examination bulletin as of the date the test is taken.

### **MINIMUM QUALIFICATIONS**

#### **All Levels:**

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.)

#### **Senior Environmental Scientist (Specialist) Senior Environmental Scientist (Supervisory)**

#### **Either 1**

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

#### **Or 2**

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.

## **ADDITIONAL DESIRABLE QUALIFICATIONS**

### **All Levels:**

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, research, planning, or consultation in environmental programs, demonstrated environmental management skills, and knowledge of broad principles of economics, social science, and political science will be given preference.

Some positions within the Department of Health Services may require possession of a valid certificate of registration as an Environmental Health Specialist in the State of California pursuant to California Health and Safety Code Sections 514-534.

## **POSITION DESCRIPTION**

### **Senior Environmental Scientist (Specialist)**

The Senior Environmental Scientist (Specialist) is the advanced journey level of the series. Incumbents independently identify problems, develop courses of action, and conduct critical and/or sensitive scientific investigations and studies and may prepare guidance, policy, planning, or regulatory documents and legislative proposals on issues of importance to the employer, and do other related work. Decision making at this level has a higher consequence of error than that of an Environmental Scientist, Range C. Incumbents may be assigned lead responsibility for a specific project, program function, or area of expertise; may act as a mentor to lower level staff; and may act as consultants to other technical staff, management, and other agencies in those matters.

### **Senior Environmental Scientist (Supervisory)**

This 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.

## **EXAMINATION INFORMATION**

### **TRAINING AND EXPERIENCE EVALUATION – Weighted 100%**

The examination will consist solely of a Training and Experience Evaluation. To obtain a position on the eligible list, a minimum score of 70% must be received. An applicant will receive his/her score upon completion of the Training and Experience Evaluation process.

[Click here to preview the Training and Experience Evaluation.](#)

## **KNOWLEDGE AND ABILITIES**

### **Senior Environmental Scientist (Specialist & Supervisory)**

#### **Knowledge of:**

- State and federal environmental and local public health laws and regulations.
- Quality assurance and/or quality control procedures for scientific projects.

- Air, land and/or water use principles, planning and practices with reference to their general effect on human health, natural resources, and/or the environment.
- Basic concepts of environmental planning, economics, and resource management planning and techniques to forecast projects' needs, resources, and timelines.
- Data collection techniques to ensure the accurate collection of data for research and monitoring activities.
- Land conservation and environmental management principles (e.g., soil, water, forestry, botany, wildlife) to maintain environments and species.
- Scientific research principles and methods to ensure the integrity and validity of collected data.
- The sciences (e.g., biology, chemistry, physics, microbiology) pertaining to environmental protection and public health.
- Soil and irrigation sciences, biological systems, hydrology, and/or geology as they pertain to resource management, environmental protection and public health.
- The basic principles of statistical analysis methods and techniques to interpret and understand research and environmental documents.

**Ability to:**

- Collect environmental, regulatory, and scientific samples by following data collection procedures and protocols.
- Conduct and interpret scientific studies and research for environmental analyses.
- Analyze and interpret scientific data to extract or identify key issues and draw conclusions.
- Read and evaluate written documents of varying levels of complexity for consistency with the goals, policies, and procedures of environmental programs.
- Exercise sound judgment when making decisions in accordance with program or work unit goals and objectives.
- Review and interpret scientific and environmental reports to make recommendations based upon documented data and information.
- Analyze situations to determine and implement appropriate courses of action.
- Develop innovative solutions for difficult and/or sensitive environmental management problems.
- Apply scientific methods or principles to test hypotheses and/or conduct analyses.
- Interpret and apply provisions of environmental laws and regulations when completing project work.
- Edit written documents to ensure proper use of grammar, punctuation, sentence structure, and spelling.
- Write complex scientific and technical documents (e.g., reports, project summaries, program status reports, journal papers) to clearly communicate methods, analyses, findings, and recommendations.
- Write detailed and specific procedures and processes outlining the steps to follow in completing departmental, program, and/or project tasks.
- Communicate effectively in person to staff, management, the public, and other interested parties.
- Deliver oral presentations to audiences with varying levels of understanding.
- Maintain the confidentiality of sensitive and confidential information obtained through the course of completing assignments.
- Facilitate meetings in a manner that ensures the discussion stays focused on the topic and encourages active participation by all attendees.
- Establish and maintain cooperative working relationships with management, staff, public entities, and interested parties.
- Lead and motivate others in the completion of program and work activities.
- Work in a variety of environments (e.g., laboratory, rough terrain, inclement weather, extreme temperatures) in a safe manner.
- Effectively manage time with multiple assignments and deadlines to ensure timely completion of projects.
- Manage projects including project planning/development, organization evaluation, and cost of time and materials to establish realistic timelines for project completion.

- Apply state and federal rules, regulations, policies, and requirements to protect the environment, public health, and natural resources.
- Use word processing software to prepare reports, memos, correspondence, and other job-related documents and materials.
- Use spreadsheet software to create, compile, compute, organize, and present data and statistics for use in reports, departmental webpages, and other tracking activities.
- Use database software to store, retrieve, and analyze data.

### **Senior Environmental Scientist (Supervisory)**

#### **Knowledge of:**

- Supervisory principles, practices, and techniques to oversee the work activities of employees to ensure the unit/branch operates effectively and complies with all applicable laws.

#### **Ability to:**

- Monitor, track, and document employee performance using employee performance evaluations and/or probationary reports to ensure performance is recorded accurately and that it meets quality, quantity, and timeliness standards.
- Coach and mentor staff to develop skills, improve staff performance, and promote career development.
- Assign and delegate work to subordinate employees to ensure the unit/department operates effectively.
- Establish priorities and manage the staff and resources necessary to maximize the productivity and/or effectiveness of the unit/branch.
- Perform oversight on projects ensuring that end products or services are delivered on schedule, within the established budget, and in compliance with applicable laws.

#### **VETERANS' PREFERENCE**

Veterans' Preference will be granted for this examination. Effective January 1, 2014, in accordance with Government Codes 18973.1 and 18973.5, whenever any veteran, widow or widower of a veteran, or spouse of a 100 percent-disabled veteran achieves a passing score on an open examination, he or she shall be ranked in the top rank of the resulting eligibility list. This section shall not apply to any veteran who has been dishonorably discharged or released.

#### **CAREER CREDITS**

Career Credits **will not** be added to the final score for this exam, because it does not meet the requirements to qualify for Career Credits.

#### **CONTACT INFORMATION**

If you have any questions concerning this examination bulletin, please contact:

California Department of Human Resources  
 Attn: Examination Services  
 1515 S Street, North Bldg., Suite 400  
 Sacramento, CA 95811

1-866-844-8671  
 California Relay Service (7-1-1)  
 Telecommunications Device for the Deaf (TTY) (916) 654-6336

TTY is a telecommunications device that is reachable only from phones equipped with a TTY device.

## GENERAL INFORMATION

**Applications are available** at [www.jobs.ca.gov](http://www.jobs.ca.gov) and local offices of the Employment Development Department.

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

**The California Department of Human Resources** reserves the right to revise the examination plan to better meet the needs of the service, should 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.

**Candidates needing special testing arrangements** due to a disability must mark the appropriate box on the application and contact the testing department.

**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. For more information, you may refer to the [classification specifications](#).

**General Qualifications:** Candidates must possess essential personal qualifications including integrity, initiative, dependability, good judgment, the 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.

**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, and 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 the bulletin.

**Veterans' Preference:** Effective January 1, 2014, in accordance with Government Codes 18973.1 and 18973.5, Veterans' Preference will be awarded 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. And 3) Veterans' Preference is not granted once a person achieves permanent civil service status.

Veteran status is verified by the California Department of Human Resources (CalHR). Directions to apply for Veterans' Preference are on the Veterans' Preference Application (Std. Form 1093), which is available at <https://jobs.ca.gov/Public/Jobs/Veterans.aspx>, and from the Department of Veterans Affairs.

**Bulletin revision date: 8/18/17**

## TAKING THE EXAM

**When you click the link below, you will be directed to the Training and Experience Evaluation. At the end of the Training and Experience Evaluation, it will be instantly scored.**

**[Click here to go to the Training and Experience Evaluation.](#)**