GENERAL DESCRIPTION

The NATURAL RESOURCES SPECIALIST 5 works at the highest technical level of agency planning, policy development, or technical consultation. The Natural Resources Specialist 5 is a statewide, and may be a national, expert in the field. The Natural Resources Specialist 5 provides technical, analytical, and administrative services and coordination in broad natural resource or environmental program areas.

DISTINGUISHING FEATURES

This is the fifth level of a five-level series. Independent decision making authority, and the increased responsibility for programmatic decisions upon which statewide, regional, or national policy can be established distinguish it from the lower levels. Assignments regularly cross program lines within the employing department and frequently interface with other Oregon departments, agencies in other states, local and Federal agencies, businesses, advocacy groups, or tribal governments.

Employees in this class use extensive knowledge in multiple sub-programs and in several distinct disciplines to solve complex problems and issues. They evaluate the effectiveness of department policies and programs. They develop department policies that often cross program lines and affect multiple programs or sub-programs. The overall impact that decisions and recommendations have on public policy and complex statewide, regional, or national issues further differentiate this class. Employees identify and conceptualize needed legislation, rules, and policy to advance broad departmental goals and mission.

DUTIES AND RESPONSIBILITIES

The duties listed below are not inclusive but characteristic of the type and level of work associated with the class. Individual positions may do all or some combination of the duties listed below as well as other related duties.

1. Program Operation

Develops program strategy, including goals, objectives, policy direction, and procedures. Serves as the agency's principal representative. Directs the work of highly skilled, independent technical specialists or analysts in the oversight of complex environmental or natural resource investigations and projects as required.

Evaluates information from natural resource agencies, technical reports, and field observations to determine potential impacts and the effectiveness of proposed or existing control measures or to define and prioritize problems statewide. Develops decision package documents and budgets for Legislative consideration to support program strategy.

Evaluates and coordinates the interrelationship of various department programs with other State, Federal, and local agencies. Oversees the development and implementation of agency programs in multiple locations across the State.

Determines research needed to address natural resources oriented management problems and plans, designs, develops, and directs them. Plans and designs research projects in support of division programs and assigns them to other agencies for implementation. Evaluates results and applies them to current and projected issues, programs, and projects.
2. **Project Management**

Leads the agency in the implementation of newly legislated resources protection acts. Develops and manages complex, interdisciplinary projects in support of agency goals. Determines strategy and short- and long-term objectives.

Decides those project elements that are responsibilities of other governments, jurisdictions, or the private sector and those that belong to the State or agency. Develops proposals and determines budgets for them. Works with tribal nations when needed. Ensures that others follow through with designated obligations.

Manages multiple, statewide plans to ensure timely and effective implementation and results. Acts as liaison among divisions and departments to resolve differences, answer technical questions, and ensure statewide follow-through. Monitors budgets and funds from sources inside and outside the agency. Trains, coordinates, and directs the work of other specialists and analysts. Reviews independent analyses of complex issues.

3. **Technical Assistance/Consultation**

As statewide or national expert, researches and evaluates broad, complex, statewide, regional, or national single or multi-disciplinary natural resource issues effecting the public, formulates policy alternatives, outlines implications, and effectively recommends a course of action. Provides guidance and advice to Legislators, the Governor's Office, Director, division heads, and scientists. Prepares expert testimony for use by the division head, department director, or Commission members or presents such testimony.

Interprets and evaluates proposals originating from a variety of federal agencies, privately owned utilities, advocacy groups for conservation, commercial users or tribal nations (many of whom have competing interests or priorities). Determines their consistency with agency policy and goals. Develops policy change recommendations for Agency Director, Commission, etc. as appropriate.

Consults with other State, Federal, and local government agencies concerning natural resources oriented studies, issues, and problems. Works with other State and Federal natural resource agencies on joint strategy development.

Serves on multi-state or national task forces or advisory committees to establish policies and program directions. Represents the department in the negotiation and settlement of issues and conflicts that are frequently highly charged economically, environmentally and politically.

4. **Agency Representation**

Leads or is a key participant for the agency in a variety of groups, committees, or task forces. Represents agency's position and negotiates for its acceptance by getting consensus among multiple competing interests. Presents consensus position to other public or private groups or individuals and negotiates for its implementation. Represents the department both in-state and out-of-state in informational, educational, and public relations presentations.

Negotiates with private property owners, or local, Federal, or tribal government planners to modify their plans to minimize adverse impact on natural resources. Renegotiates mitigation agreements with representatives of Federal agencies and public and private utilities and businesses. Persuades local governments and other entities with land use plans to exercise their authority with agency goals in mind.

Represents the agency's position on controversial scientific issues, argues the technical merits of the
agency's position. Negotiates resolutions in concert with the agency's goals. Serves as expert witness in adversarial hearings. This includes representing the public interest, defending testimony in hostile situations, and helping counsel prepare legal briefs and cross examination.

5. Analysis/Evaluation

Evaluates complex controversial natural resource allocation, protection, or restoration policies, issues, and programs. These often have major socio-political economic impact on multiple sectors. Identifies, conceptualizes and drafts proposed legislation, agreements, position papers, rules, procedures, and policies. Effectively recommends changes to division administrators or the Director.

SUPERVISION RECEIVED

Employees work within general policy guidelines, the theories and practices of discipline and State and Federal laws, rules, regulations, and guidelines. Often guidelines must be developed or adapted to the specific circumstances in response to unprecedented problems or issues. There is no technical review of work but review occurs for compatibility with organizational goals and objectives.

RELATIONSHIP WITH OTHERS

Employees in this class have regular in-person and telephone contact with department staff, staff of Federal, State, or local agencies, and other scientific professionals. They consult on issues, offer advice, provide technical assistance, answer concerns, and negotiate acceptable resolutions.

They have regular telephone and in-person contact with professional consultants representing private industry or the regulated community to interpret and explain agency recommendations, research, rules, and regulations. They also have regular telephone and in-person contact with elected officials, special interest groups, and the public to provide information, interpret and explain laws, rules, and regulations, report on project status, or to persuade them to accept ideas or take actions to protect the environment or natural resources.
KNOWLEDGE AND SKILLS (KS)

Extensive knowledge of the theories, principles, and practices of distinct disciplines related to natural resource conservation, management, protection, utilization, or control; and of the relationship between these disciplines and the overall agency's programs.
Extensive knowledge of laws, procedures, principles, and regulations governing one or more specific natural resource programs or subprograms.
Extensive knowledge of project or program administration methods, principles, techniques, and practices of specific discipline areas.
Extensive knowledge of the trends, technological changes, and developments in a specific natural resource area.

Skill communicating verbally and in writing with a variety of people and organizations to answer questions; explain information, policies, regulations, or decisions; defend decisions or actions; and refute inaccurate information.
Skill analyzing natural resource data and statistics to determine the effects multiple variables have on a program or issue and decide appropriate intervention, remedial, or other strategies.
Skill writing policies, legislative proposals, or regulations for natural resource conservation, management, protection, utilization, or control programs.
Skill applying the knowledge of a natural resource specialty or discipline and related disciplines to specific sets of facts and conditions.
Skill writing and presenting position papers as spokesperson for a program or the agency.
Skill administering and managing complex natural resource programs or projects including directing and motivating internal staff, contractors, and other participants.
Skill identifying the scope and complexity of a project and assigning segments of that project to others.
Skill assigning and reviewing the work of others to determine accuracy and adequacy of identified conditions, criteria, recommendations, and supporting materials.
Skill guiding and motivating local citizens to address and solve community natural resource problems and issues.
Skill determining the sufficiency, reliability, and relevance of data collected or considered.
Skill preparing and presenting expert testimony at administrative hearings, court proceedings, and legislative forums.

Some positions in the class may require the following:

Skill evaluating, preparing, and recommending policy, rule, or legislative changes for a natural resource program and giving testimony supporting the changes.
Skill developing natural resource agreements or contracts and persuading others to participate in the cooperative efforts.

NOTE: The KNOWLEDGE and SKILLS are required for initial consideration. Some duties performed by positions in this class may require different KS's. No attempt is made to describe every KS required for all positions in this class. Additional KS requirements will be explained on the recruiting announcement.