



New Mexico State Personnel Office

2600 Cerrillos Road
Santa Fe, New Mexico 87505-0127

Classification Description

CONSERVATIONIST

<u>Class Title</u>	<u>Class Code</u>	<u>Pay Band</u>	<u>Alt Pay Band*</u>
Conservationist	F10310	70	

**In accordance with SPB Rule 1.7.4.10 NMAC, the assignment to alternative pay bands shall be reviewed annually to determine their appropriateness.*

Occupation Description

Sustainably manage trust natural resources to optimize their use while protecting the health of the land, wildlife and livestock, and neighboring communities. Manage, improve and protect natural resources to maximize their use without damaging the environment. May conduct soil surveys and develop plans to eliminate soil erosion or to protect rangelands and watersheds.

Nature of Work

Conservationists manage, improve, and protect the country's natural resources. They manage overall land quality of forests, parks, rangelands, and other natural resources. Sustainable management necessitates progressive efforts to enhance, maintain, and conserve trust resources. They work with landowners and Federal, State, and local governments to devise ways to use and improve the land while safeguarding the environment. Conservations may advise farmers, farm managers, and ranchers on how they can improve their land for agricultural purposes, wildlife use and to control erosion.

Distinguishing Characteristics

Note: Examples of Work are intended to be cumulative for each progressively higher level of work. The omission of specific statements does not preclude management from assigning other duties which are reasonably within the scope of the duties.

- Provide consultation on number and kind of livestock and forage plants best suited to particular ranges.
- Independently utilize scientific systems, such as Geographic Information Systems (GIS) to visualize, analyze, and explore geographically referenced information and to independently conduct scientific surveys and create GIS maps to administer and analyze pertinent data to provide accurate statistical information in order to develop programs to facilitate sustainable resource use with optimal productivity.
- Develop, implement and manage soil, forage, riparian habitat restoration, and Forest/watershed health restoration projects.
- Develop and conduct invasive and noxious weed abatement and eradication programs.
- Work in partnership with ranchers, grazing associations, conservation groups, and other state and federal agencies regarding rangeland and forest watershed management, conservation and one-health initiatives that includes ecosystem health, species conservation, applied epidemiology, ecology, and wildlife management

CONSERVATIONIST

- Work collaboratively to protect and improve watershed health and water quantity and quality through development and implementation of range, forestry, and environmental enhancement projects.
- Implement rehabilitation and land reclamation techniques following dramatic natural disturbances such as wildfires, droughts, floods and extractive leasing activities.
- Review environmental assessments and other technical documents and provide detailed comprehensive review to protect trust integrity and sustainability.
- Review methods of managing natural resources for long-term sustainability and diversity, based on sound ecological principles to maintain and protect biological diversity, biological integrity, and ecological health, while allowing for appropriate human uses.
- Prepare budget and procurement requests and prepare reports including analysis of existing conditions and recommendations for improvement procedures.
- Compose or revise policies and procedures as needed.

Recommended Education and Experience for Full Performance

Master's degree in Forestry, Range Management, Range Science, Wildlife Biology, Environment Science, Conservation Science, Natural Resources or Watershed Management and four (4) years of experience in Forestry or Range Management, Range Science, Wildlife Biology, Environmental Science, or Watershed Management.

Minimum Qualifications

Bachelor's degree in Forestry, Range Management, Range Science, Wildlife Biology, Environment Science, Conservation Science, Natural Resources, or Watershed Management and two (2) years of experience in Forestry or Range Management, Range Science, Wildlife Biology, Environment Science, or Watershed Management.

Knowledge and Skills

*Note: This information has been produced by compiling information and documentation provided by O*NET. O*NET™ is a trademark of the U.S. Department of Labor, Employment and Training Administration.*

Knowledge

Biology — Knowledge of plant and animal organisms, their tissues, cells, functions, interdependencies, and interactions with each other and the environment.

Law and Government — Knowledge of laws, legal codes, court procedures, precedents, government regulations, executive orders, agency rules, and the democratic political process.

Customer and Personal Service — Knowledge of principles and processes for providing customer and personal services. This includes customer needs assessment, meeting quality standards for services, and evaluation of customer satisfaction.

Geography — Knowledge of principles and methods for describing the features of land, sea, and air masses, including their physical characteristics, locations, interrelationships, and distribution of plant, animal, and human life.

English Language — Knowledge of the structure and content of the English language including the meaning and spelling of words, rules of composition, and grammar.

Administration and Management — Knowledge of business and management principles involved in strategic planning, resource allocation, human resources modeling, leadership technique, production methods, and coordination of people and resources.

CONSERVATIONIST

Public Safety and Security — Knowledge of relevant equipment, policies, procedures, and strategies to promote effective local, state, or national security operations for the protection of people, data, property, and institutions.

Food Production — Knowledge of techniques and equipment for planting, growing, and harvesting food products (both plant and animal) for consumption, including storage/handling techniques.

Education and Training — Knowledge of principles and methods for curriculum and training design, teaching and instruction for individuals and groups, and the measurement of training effects.

Chemistry — Knowledge of the chemical composition, structure, and properties of substances and of the chemical processes and transformations that they undergo. This includes uses of chemicals and their interactions, danger signs, production techniques, and disposal methods.

Skills

Active Listening — Giving full attention to what other people are saying, taking time to understand the points being made, asking questions as appropriate, and not interrupting at inappropriate times.

Critical Thinking — Using logic and reasoning to identify the strengths and weaknesses of alternative solutions, conclusions or approaches to problems.

Speaking — Talking to others to convey information effectively.

Judgment and Decision Making — Considering the relative costs and benefits of potential actions to choose the most appropriate one.

Reading Comprehension — Understanding written sentences and paragraphs in work related documents.

Complex Problem Solving — Identifying complex problems and reviewing related information to develop and evaluate options and implement solutions.

Coordination — Adjusting actions in relation to others' actions.

Monitoring — Monitoring/Assessing performance of yourself, other individuals, or organizations to make improvements or take corrective action.

Negotiation — Bringing others together and trying to reconcile differences.

Active Learning — Understanding the implications of new information for both current and future problem-solving and decision-making.

Persuasion — Persuading others to change their minds or behavior.

Service Orientation — Actively looking for ways to help people.

Social Perceptiveness — Being aware of others' reactions and understanding why they react as they do.

Writing — Communicating effectively in writing as appropriate for the needs of the audience.

CONSERVATIONIST

Statutory Requirements: N/A

Conditions of Employment: Working Conditions for individual positions in this classification will vary based on each *agency's utilization, essential functions, and the recruitment needs* at the time a vacancy is posted. All requirements are subject to possible modification to reasonably accommodate individuals with disabilities.

Default FLSA Status: Exempt. FLSA status may be determined to be different at the agency level based on the agency's utilization of the position.

Bargaining Unit: This position may be covered by a collective bargaining agreement and all terms/conditions of that agreement apply and must be adhered to.

Established: 3/8/2013 **Revised:**

**Adapted from the United States Bureau of Labor Statistics and are intended to illustrate the typical education and experience required for this occupation.*

Note: Classification description subject to change. Please refer to the SPO website www.spo.state.nm.us to ensure this represents the most current copy of the description.