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AGRICULTURAL RESEARCH AID I and II
AGRICULTURAL RESEARCH TECHNICIAN III, IV, V and VI

Basic Requirement for Agricultural Research Aid I

Applicants for the I level must possess experience (paid or unpaid), education, training, or any combination thereof, which demonstrates the ability to read, understand and follow oral and written instructions, and perform arithmetic computations.

Experience Requirements

Applicants for the II, III, IV, V and VI levels must have had progressively responsible experience as indicated below, or any equivalent combination of training and experience.

Class Title	General Experience (Years)	Specialized Experience (Years)	Supervisory Experience (Years)	Total Experience (Years)
Agricultural Research Aid II	1	0	0	1
Agricultural Research Technician III	1	1	0	2
Agricultural Research Technician IV	1	2	0	3
Agricultural Research Technician V	1	3	*	4
Agricultural Research Technician VI	1	3	1	5

General Experience: Work experience in the operation of a farm or related agricultural laboratory or industry which provided exposure to basic agricultural/farm activities. This experience must demonstrate that the applicant possesses knowledge of basic farming methods, routine agricultural work operations and processes; and the ability to use standard agricultural tools and equipment, perform manual and repetitive work, read, understand and follow oral and written instructions, and perform arithmetic computations.

Examples of qualifying General Experience are planting and harvesting pineapples, controlling weeds among growing crops, caring for plants in a nursery (watering, weeding, fertilizing, transplanting); or participating in laboratory studies of plant diseases.

Specialized Experience: Non-professional or technical work experience performing agricultural activities in situations involving recordation, comparison, evaluation, experimentation and drawing of conclusions from data; and which provided the applicant with knowledge of precision research work methods. This experience must demonstrate that the applicant possesses the ability to perform arithmetic calculations, record data and recognize diseased plants; and knowledge of experimental design requirements and farming methods in the form of two or more of the following: crop propagation; care of farm animals and poultry; safety precautions and use of fertilizers, insecticides or herbicides; care and use of pastures; care of farm tools and equipment.

For the Agricultural Research Technician IV level, at least one year of the required Specialized Experience must have been comparable to the independent worker level, Agricultural Research Technician III.

For the Agricultural Research Technician V level, at least one year of the required Specialized Experience must have been comparable to Agricultural Research Technician IV, or two years of experience must have been comparable to Agricultural Research Technician III.

For the Agricultural Research Technician VI level, at least one year of the required Specialized Experience must have been comparable to Agricultural Research Technician V, or two years of experience must have been comparable to Agricultural Research Technician IV.

Supervisory Experience: Supervisory work experience which included: 1) planning, organizing, scheduling, and directing the work of others; 2) assigning and reviewing their work; 3) advising them on difficult work problems; 4) training and developing subordinates; and 5) evaluating their work performance.

* For the Agricultural Research Technician V level, applicants must possess supervisory aptitude. Supervisory aptitude is the demonstration of aptitude or potential for the performance of supervisory duties through successful completion of regular or special assignments which involved some supervisory responsibilities or aspects of supervision; by serving as a group or team leader, or in similar work in which opportunities for demonstrating supervisory capabilities exist; or by completion of training courses in supervision accompanied by application of supervisory skills in work assignments, or by favorable appraisals by a supervisor indicating the possession of supervisory potential.

Quality of Experience

Possession of the required amount of experience will not in itself be accepted as proof of qualification for the position. The applicant's overall experience must have been of such scope and responsibility as to conclusively demonstrate that he has the ability to perform the duties of the position for which he is being considered.

Substitutions Allowed

1. Successful completion of study at an accredited four-year college or university in the field of agriculture may be substituted for experience on the basis of fifteen (15) semester credit hours for six (6) months of experience, provided that the coursework included at least six (6) semester credit hours in agricultural or related courses, of which three (3) credits must have been in plant/crop propagation or livestock production. The coursework may be substituted for up to a maximum of one (1) year of General Experience and three (3) years of Specialized Experience.
2. Successful completion of an agricultural curriculum leading to an Associate in Science degree or a Certificate of Achievement from an accredited community college may be substituted on the basis of fifteen (15) semester credit hours for six (6) months of experience, provided that the coursework included at least six (6) semester credit hours in agricultural or related courses, of which three (3) credits must have been in plant/crop propagation or livestock production. The coursework may be substituted for up to a maximum of one (1) year of General Experience and one (1) year of Specialized Experience.
3. A Certificate of Completion (at least twelve semester credit hours) in agriculture, or a closely related field, from an accredited community college may be substituted for six (6) months of General Experience.
4. Successful completion of a farm practicum which provided one semester of on-the-job vocational/technical competencies in agricultural activities supplemented by six (6) semester credit hours of coursework in crop propagation, soil technology, livestock/animal sciences, or related agricultural subjects may be substituted for six (6) months of either General or Specialized Experience.
5. Excess Specialized Experience of the type and quality described may be substituted for the required General Experience on a year-for-year basis.

Selective Certification

Specialized knowledge, skills and abilities may be required to perform the duties of some positions. For such positions, Selective Certification Requirements may be established and certification may be restricted to eligibles who possess the pertinent experience and/or training required to perform the duties of the position.

Agencies requesting selective certification must show the connection between the kind of training and/or experience on which they wish to base selective certification and the duties of the position to be filled.

Tests

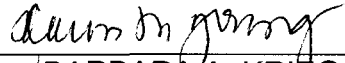
Applicants may be required to qualify on an appropriate examination.

Physical and Medical Requirements

Applicants must be able to perform the essential functions of the position effectively and safely, with or without reasonable accommodation.

This is an amendment to the minimum qualification specification for the classes AGRICULTURAL RESEARCH AID I and II and AGRICULTURAL RESEARCH TECHNICIAN III, IV, V and VI, which were approved on December 31, 1975.

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