

Minimum Qualification Specifications
for the Classes:FARM MANAGER I**Basic Requirement**

Either experience (paid or unpaid), education, training or any combination thereof, which demonstrates the ability to read or comprehend and apply written and oral directions and the ability to communicate effectively orally and in writing.

Experience Requirements

Except for the substitutions provided for in this specification, applicants must have had the kind and amount of experience described below.

General Experience: Three (3) years of responsible farm work experience in one or a combination of the following areas:

1. Plant/crop production experience which demonstrates knowledge of planting, propagating and harvesting practices used in vegetable and fruit production including methods of crop rotation and soil conservation, use of fertilizers, herbicides, insecticides and pesticides; identification, prevention, eradication and control of plant disease, pests and weeds; growth characteristics of common vegetable and fruit crops; knowledge of care; and/or
2. Livestock and/or poultry care and management experience which demonstrates knowledge of raising and breeding of livestock and/or poultry including feeding methods, diet, habits and peculiarities of common farm livestock and/or poultry; identification, prevention, eradication and treatment of diseases and ailments and slaughtering and dressing of livestock and/or poultry; safety and sanitation practices applicable to farm work; and the ability to perform simple maintenance and repair of farm equipment and facilities, use standard agricultural equipment and tools, understand and follow oral and written instructions and to keep simple records.

Supervisory Experience: Two (2) years of 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.

Substitutions Allowed

Substitution of Education for General Experience:

1. Study at an accredited university, community college, junior college or vocational/technical school in the field of agriculture may be substituted for experience as follows:
 - A. Fifteen semester hours for six (6) months of experience provided that the coursework included a minimum of one course in plant/crop propagation and/or livestock management, up to a maximum of two (2) years of general experience; and
 - B. For these substitutions, six out of every fifteen semester hours must have been in agricultural or related courses and provided the required knowledge listed under General Experience.
2. Successful completion of an agricultural curriculum leading to a diploma, certificate or other comparable degree from an accredited community college, junior college or vocational/technical school above the high school level may be substituted on a year-for-year basis up to a maximum of two (2) years of general experience.
3. Successful completion of a farm practicum which provided one semester of on-the-job vocational/technical competencies in agricultural activities supplemented by six semester hours of coursework in crop propagation, soil technology, livestock/animal sciences, or related agricultural subjects may be substituted for six (6) months of general experience.

Quality of Experience

Possession of the required number of years of experience will not in itself be accepted as proof of qualification for a position. The applicant's overall experience must have been of such scope and level of responsibility as to conclusively demonstrate that they have the ability to perform the duties of the position for which they are being considered.

License Requirement

For some positions, applicants may be required to possess a valid State of Hawaii operator's license.

Special Requirements

Applicants may be required to operate motorized farm equipment and/or power equipment.

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 specific 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 specifications for the class FARM MANAGER I, which were approved on December 14, 2018.

DATE APPROVED: Feb 26, 2025


for BRENNNA H. HASHIMOTO, Director
Department of Human Resources Development