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	STATE OF HAWAII	5.193
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ENTOMOLOGIST II, III, IV, V, VI

Basic Education Requirement

Graduation from an accredited four (4) year college or university with a bachelor's degree in entomology or a closely related field which included at least twelve (12) semester credit hours of entomology coursework.

Excess work experience as described under the Specialized Experience, below, or any other responsible administrative, professional or analytical work experience which provided knowledge, skills and abilities comparable to those acquired in four (4) years of successful study while completing a college or university curriculum leading to a baccalaureate degree in one of the above cited majors may be substituted on a year-for-year basis. To be acceptable, the experience must have been of such scope, level and quality as to assure the possession of comparable knowledge, skills, and abilities.

The education or experience background must also demonstrate the ability to write clear and comprehensive reports and other documents; read and interpret complex written material; and solve complex problems logically and systematically.

Experience Requirements

Applicants must have had progressively responsible experience of the kind and quality described in the paragraphs below and in the amount indicated in the following table, or any equivalent combination of experience and training:

Class Title	Specialized Experience (years)	Staff Specialist or Supervisory Experience (years)	Administrative Experience (years)	Total Experience (Years)
Entomologist II	0	0	0	0
Entomologist III	1	0	0	1
Entomologist IV	2	0	0	2
Entomologist V	3	*	0	3
Entomologist VI	3	1	**	4

Specialized Experience: Progressively responsible professional work experience in the field of entomological research, development, prevention, or control which included field and/or laboratory work.

For the V and VI levels, at least one (1) year of the Specialized Experience must have been comparable to the Entomologist IV level in the State service.

Staff Specialist or Supervisory Experience: Applicants for the Entomologist VI level must have had either staff specialist or supervisory experience of the type and quality described below:

- A. Staff Specialist Experience: Entomological work experience which requires specialized research or related involvement to study, develop and expand data on the life history, habits, parasites, predators, host relationships, distribution and behavioral patterns of pest insects; to extend knowledge and provide scientific data for better assessment of biological and environmental factors and their interaction; and to provide a scientific basis for selection or modification and evaluation of techniques. Such work is characterized by substantial scientific complexity and diversity, significant economic or health implications, and large gaps in scientific data for evaluating the biological and ecological variables and for selecting, modifying or developing of optimum detection, prevention, evaluation or suppression measures.
- B. Supervisory Experience: Work experience in the field of entomology 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 Entomologist V level, supervisory aptitude rather than actual supervisory experience may be accepted. Supervisory aptitude is the demonstration of aptitude or potential for the performance of supervisory duties through successful completion of regular or special assignments which involve some supervisory responsibilities or aspects of supervision, e.g., by serving as a group or team leader; or in similar work in which opportunities for demonstrating supervisory capabilities exist; or by the completion of training courses in supervision accompanied by application of supervisory skills in work assignments; and/or by favorable appraisals by a supervisor indicating the possession of supervisory potential.

Administrative Experience: Administrative experience which involved active participation in, and major responsibility for the development, management, execution and coordination of policies and programs.

**For Entomologist VI level, administrative aptitude rather than actual administrative experience may be accepted. Administrative aptitude will be considered to have been met when there is strong affirmative evidence of the necessary administrative aptitudes and abilities. Such evidence may be in the form of success in regular or special assignments or projects which involved administrative problems (e.g., in planning, organizing, promoting, and directing a program, including policy and budgetary considerations; and/or providing staff advice and assistance in such matters);

and/or providing staff advice and assistance in such matters); interest in administration demonstrated by the performance of work assignments in a manner which clearly indicates awareness of administrative problems and the ability to solve them; completion of educational or training courses in the area of administration accompanied by the application of the principles, which were learned, to work assignments; management's observation and evaluation of the applicant's leadership and administrative capabilities; success in trial assignments to managerial and/or administrative tasks.

Substitutions Allowed:

1. A master's degree in Entomology from an accredited college or university may be substituted for one (1) year of the Specialized Experience.
2. A Ph.D. in Entomology from an accredited college or university may be substituted for two (2) years of the Specialized 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 he/she has the ability to perform the duties of the position for which he/she is being considered.

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.

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This is an amendment to the minimum qualification specifications for the classes ENTOMOLOGIST II, III, IV, V and VI, which were approved on August 10, 2007.

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for BARBARA A. KRIEG, Interim Director
Department of Human Resources Development