Minimum Qualification Specifications
for the Classes:

FOREST MANAGEMENT SUPERVISOR I AND II
(FOREST MGMT SUPVR I AND II)

Basic Education/Experience Requirements:

Graduation with a bachelor's degree from an accredited four (4) year college or university with major study in forestry or a closely related field which must have included 24 semester hours in at least four of the following areas: (1) forest management, e.g., mensuration, forest regulation, forest management; (2) forest protection, e.g., fire protection, forest pathology, forest entomology; (3) forest economics, e.g., forest finance, forest evaluation, forest economics, products and preparation and use of wood; (4) silviculture, e.g., forest soils, forest ecology, dendrology, silvics, silviculture; and (5) related studies, e.g., forest engineering, forest recreation, range management, watershed management, wood technology.

Excess professional work experience as described below under Specialized Experience, Supervisory Experience, or any other administrative, professional or analytical work experience which involved the application of knowledge in the areas of forestry as specified above may be substituted for the education required on a year-for-year basis.

Experience Requirements:

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

Class Title	Specialized Experience (years)	Supervisory Experience (years)	TOTAL Experience (years)
Forest Mgmt Supvr I	3	*	3*
Forest Mgmt Supvr II	3	1	4

Specialized Experience: Three (3) years of progressively responsible professional forestry work experience involving one or a combination of any of the following:

1. Management of forest resources--timber, water, forage, wildlife, public recreation, soils, minerals, land--to meet present and future public needs;

2. Development, production, conservation and utilization of natural resources of forests; and

3. Protection of forest resources against fire, insects, diseases, floods, erosions and other depradations.

At least one (1) year of the Specialized Experience must have been comparable to the Forester IV level in the State service.

Supervisory Experience: Responsible work experience which involved supervising professional forestry workers and involved (1) planning and directing the work; (2) assigning and reviewing their work; (3) advising them on difficult and complex problem areas; (4) training and developing employees; and (5) evaluating their work performance, and disciplining them when necessary.

*Applicants for the class Forest Management Supervisor I must demonstrate 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 involve some supervisory responsibilities or aspects; by serving as a group or team leader, or in similar work in which opportunities for demonstrating supervisory capabilities exist; 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.

Substitutions Allowed:

1. Possession of a master's degree in forestry from an accredited college or university may be substituted for one (1) year of the Specialized Experience.

2. Possession of a Ph.D. degree in forestry from an accredited college or university may be substituted for two (2) years of the Specialized Experience.

3. Excess Supervisory Experience may be substituted for the Specialized Experience on a month-for-month basis.

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. In such positions, 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 physically able to perform, efficiently and effectively, the essential duties of the position which typically require good distant vision in one eye and ability to read without strain printed material the size of typewritten characters, glasses permitted, and the ability to hear the conversational voice, with or without a hearing aid, or the ability to compensate satisfactorily. Disabilities in these or other areas will not automatically result in disqualification. In addition, these positions are expected to perform, as necessary, forest firefighting activities, and must be able to lift and carry firefighting equipment; bend, stoop, kneel and crawl; walk long distances in rugged terrain; and act quickly and effectively in emergencies. Those applicants who demonstrate that they are capable of performing the essential functions of the position will not be disqualified under this section.

Any condition which would cause applicants to be a hazard to themselves or others is cause for disqualification.

Any disqualification under this section will be made only after a review of all pertinent information including the results of the medical examination, and requires the approval of the Director.

Mental/Emotional Requirements:

All applicants must possess emotional and mental stability appropriate to the job duties and responsibilities and working conditions.

This is the first minimum qualification specification for the new classes FOREST MANAGEMENT SUPERVISOR I AND II (FOREST MGMT SUPVR I AND II).

DATE APPROVED: 1/18/96 /s/ Ann K. Kon
for JAMES H. TAKUSHI
Director of Human Resources Development