

PART II	DEPARTMENT OF HUMAN RESOURCES DEVELOPMENT	5.342
	STATE OF HAWAII	5.343
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		5.345

Minimum Qualification Specifications
for the Classes:

TRAILS AND ACCESS SPECIALIST II, III, IV & V
(TRAILS AND ACCESS SPCLT II, III, IV & V)

TRAILS AND ACCESS SPECIALIST II 5.342
(TRAILS AND ACCESS SPCLT II)

Prerequisite Knowledge and Abilities Required

Knowledge of: Principles, concepts and techniques of natural resources management; methods and equipment used in the design, layout and construction of access roads and trails; map interpretation and their application in determining trail alignments; and report writing.

Ability to: Navigate through large wilderness areas using maps and other aids; prepare maps and design sketches of field projects; evaluate facts and analyze data; prepare clear and concise reports and maintain records; and communicate effectively with others, orally and in writing.

TRAILS AND ACCESS SPECIALIST III 5.343
(TRAILS AND ACCESS SPCLT III)

Prerequisite Knowledge and Abilities Required In addition to the knowledge and abilities required at the next lower level:

Knowledge of: Laws, rules and standards pertaining to the State's Trails and Access Program; basic design requirements of trails, access roads, trail shelters, sanitary facilities, signs and other appurtenant outdoor recreation facilities; plants and animals found in Hawaii, both native and introduced including threatened and endangered species and noxious weeds and animal pests; herbicides and application techniques for the control of weeds and encroaching vegetation along trails and around outdoor recreation facilities; basic geological and archaeological features of Hawaii; features of ancient Hawaiian trails and the required standards and techniques for restoring and/or maintaining features with archeological significance.

Ability to: Explain program goals and objectives; coordinate field projects and work activities; prepare reports and maintain records of field projects and resource

management activities according to program standards and procedures; and monitor impacts on natural resources as a result of outdoor recreation uses.

TRAILS AND ACCESS SPECIALIST IV
(TRAILS AND ACCESS SPCLT IV)

5.344

Prerequisite Knowledge and Abilities Required In addition to the knowledge and abilities required at the next lower level:

Knowledge of: Programs of various agencies which affect the development and implementation of Trails and Access Program projects; trails and access related issues and concerns of special interest groups, commercial users, and the general public and their needs for outdoor recreation and ecotourism activities; negotiation methods and techniques, State laws and requirements for contract proposals used in the program; and public relations.

Ability to: Plan, develop and implement assigned project plans; and provide information to individuals and groups on trails and access related topics.

TRAILS AND ACCESS SPECIALIST V
(TRAILS AND ACCESS SPCLT V)

5.345

Prerequisite Knowledge and Abilities Required In addition to the knowledge and abilities required at the next lower level:

Knowledge of: Current environmental and cultural issues and other community concerns; comprehensive knowledge of negotiation techniques; comprehensive knowledge of natural resources planning and management principles and techniques pertaining to the Trails and Access Program.

Ability to: Plan and coordinate trails and access projects for an assigned area; coordinate multi-agency involvement in project implementation; negotiate solutions to problems involving opposing needs of various interest groups; draft contracts for trails and access projects and monitor and enforce the terms of the contracts; establish and maintain effective working relationships with representatives of government agencies, special interest groups, commercial users, community organizations, private landowners and the general public; plan and develop informational and educational activities; and speak before groups to promote the Trails and Access Program.

Basic Education Requirements

Graduation from an accredited four (4) year college or university with a bachelor's degree. Course work must include a minimum of 24 semester credit hours in at least three of the following areas: (1) natural resources management; e.g., natural or wild land resource conservation, natural area management or conservation, watershed management, wildlife management or conservation, forest management or conservation; (2) natural resources based outdoor recreation; e.g., principles of outdoor recreation, natural resource interpretation methods, outdoor recreation facilities management, wilderness management, parks administration, wild land fire management, and weed management; (3) natural resources planning; e.g., environmental/land use/resource/wild land planning, cartography, remote sensing, aerial photographic interpretation, forest land measurements, forest and wildlife resource inventories, watershed analysis and planning, ecosystem analysis; (4) related studies; e.g., forestry, wildlife biology, plant ecology, forest or wildlife ecology, plant evolution and taxonomy, botany, and zoology.

Excess work experience as described under Specialized Experience or any other progressively responsible administrative, professional or analytical work experience involving the application of knowledge in the areas of resource management as specified above may be substituted for the education required on a year-for-year basis. To be acceptable, the experience must have been of such scope, level and quality as to ensure the possession of comparable knowledge.

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 below or any equivalent combination of training and experience:

Class Title	Specialized Experience (Yrs)
Trails and Access Specialist II	0
Trails and Access Specialist III	1
Trails and Access Specialist IV	2
Trails and Access Specialist V	3

Specialized Experience: Progressively responsible professional experience in outdoor recreation management, natural resources management or other related fields which demonstrated the ability to develop and maintain a trails and access road system within a resource recreational program.

Substitutions Allowed

Possession of a master's degree from an accredited college or university in forestry, wildlife management, outdoor recreation or any other related natural resources field, which demonstrated knowledge and abilities in the development, planning and management of an outdoor recreational resource program may be substituted for one (1) year 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.

PART II
TRAILS AND ACCESS SPECIALIST II, III, IV, & V
5.342, 5.343, 5.344, & 5.345

This is an amendment to the minimum qualification specifications for the classes TRAILS AND ACCESS SPECIALIST II, III, IV & V (TRAILS AND ACCESS SPCLT II, III, IV & V), which were approved on October 12, 1999.

DATE APPROVED: 8/11/15

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