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NOXIOUS WEED SPECIALIST SERIES

Series Definition:

This series includes all classes of positions, the duties of which are to advise on, administer, supervise or perform professional and scientific work in the prevention, control and eradication of noxious weeds and other plant pests by chemical and mechanical means. Weeds encompass all types of undesirable plants including trees, broad-leaved plants, grasses, sedges, rushes, brambles, cacti, aquatic plants, and parasitic flowering plants. The term "noxious weeds" refers to any plant species declared by legal authority to be or likely to become injurious, harmful or deleterious to the agricultural, horticultural or livestock industries, forests, conservation areas, waterways, or to the general welfare of the State. Other plant pests include insects, snails and diseases that are or have the potential of becoming detrimental to plants or crops of economic importance.

The State's program in weed control is primarily a cooperative venture with landowners/occupants of areas ranging from the small-sized diversified crop farm to the substantial sugar plantation or forest reserve. Unless otherwise mandated, the State provides the scientific and technical expertise, leadership, guidance and chemicals, while the landowners/occupants supply the labor force and other support. The State's program in other plant pest control is primarily a venture wholly undertaken by the State with the State providing scientific and technical expertise, leadership, guidance, chemicals and personnel.

The basic objectives of Hawaii's chemical/mechanical plant pest control are: (1) to safeguard the land assets of the State from the encroachment and detriments of noxious weed and other plant pests, and (2) to prevent the introduction of noxious weed seeds and sale of low-quality or improperly labeled agricultural and vegetable seeds.

Principal methods of noxious weed and other plant pest control include mechanical, cultural, chemical, biological agents and diseases. These are programmed and applied singly or in varying combinations through the cooperative efforts of industry; landowners or occupants, and/or State, Federal and other government jurisdictions. Emphasis is on chemical control, the methods of which must be continually tested, retested, adjusted and adapted to specific situations because of the highly variable action of herbicides under widely differing conditions, the rapid

development of new herbicidal compounds and pesticides, changing technology and management practices, and complexities of the physiological and ecological factors involved. A wide range of variables influence the effectiveness of herbicide and other pesticide usage including the chemical nature of the herbicide and other pesticides, dosages used, formulation of the chemical, method and time of application, type of vegetation, stage of growth of the crop and weeds, environmental conditions, persistence of the chemical, tolerance or susceptibility of the crop towards the chemical, residual characteristics of the chemical, types of soil involved, absorption problems, contamination and hazards of the chemical, etc. Biological control of noxious weeds and other plant pests is primarily a responsibility of Entomologists. Noxious Weed Specialists, as chemical/mechanical plant pest control experts, collaborate with Entomologists in defining the problem, in planning, developing and integrating control measures, and in evaluating control effectiveness and need for follow-up.

Major activities of the chemical/mechanical plant pest control program include (1) promulgation of rules, regulations and policies in the designation of noxious weeds and other plant pests and for their control and eradication; (2) systematic surveys to detect/locate, delimit and evaluate infestations; (3) feasibility studies to establish criteria and priorities for control and/or eradication; (4) collaboration with other government agencies, industry and professional organizations to integrate and optimize long- and short-term planning, to develop and consider alternative solutions, and to finalize plans for action; (5) negotiation with landowners/occupants on cooperative implementation; (6) follow-up evaluations to measure results, assess new problems and take remedial or corrective action; and (7) consultation to coordinate and synthesize the multiple relationships involved toward achieving common purposes and goals.

In performing their work, Noxious Weed Specialists bring to bear the theories, principles, methods and techniques of a wide range of scientific disciplines in a search to find and develop better methods of chemical/mechanical plant pest control, better ways and means of utilizing these methods and better ways of producing effective results. Noxious Weed Specialists must keep pace with developments in closely related fields of science such as plant physiology, plant ecology, plant genetics, plant pathology, entomology, agricultural engineering, agricultural chemistry, conservation, pasture management, soil science and meteorology, as well as agricultural economics. They must be knowledgeable of the taxonomy, biology and ecology of a broad range of weed species, of the development of control methods and management practices, of a wide range of growth-regulating

compounds and their effect on specific plants and surrounding environments, and of the myriad of ongoing and anticipated research studies being conducted locally, nationally and internationally. Noxious Weed Specialists function individually or as a member of a team and are not necessarily confined to a geographic segment of the State, but may be used throughout the State as required. Their overall objective is to put sound weed control and other plant pest control methods into practice, to implement these practices with new innovations and to develop new methods, procedures and techniques for optimum results. They must be sensitive to the probable impact of proposed practices on the general welfare and economy of the area and be capable of promoting positive understanding and acceptance of the program.

This is an amendment to the Noxious Weed Specialist Series which was approved on April 29, 1969.

DATE APPROVED: 6/13/80 /s/ Wayne J. Yamasaki  
for DONALD BOTELHO  
Director of Personnel Services

NOXIOUS WEED SPECIALIST I

8.503

Duties Summary:

Serves in a trainee capacity, receiving on- and off-the-job training in the principles, concepts, work processes, governing authorities, and technical and scientific sources fundamental to weed and other plant pest control; and performs other duties as required.

Distinguishing Characteristics:

1. Scope and Impact of Assignments: The work performed at this level is limited in scope and complexity and designed to provide a career-oriented introduction to the background, philosophy, concepts, scope and interrelationships of the State's weed and pest control programs. On-the-job training assignments provide introduction to and practical understanding of the organization, programs, policies and objectives of the agency as well as to furnish preliminary experience in the application of principles, procedures and work techniques to actual situations. Assignments may involve phases of broader studies, short-term projects,

handling of complaints, and the like which are clearly defined, compatible with stated objectives, governed by predetermined limitations, authorized conditions or other restrictions. Performance at this level would not involve the establishment of precedents.

2. Availability of Guidelines and Originality Required: The incumbent of a position at this level receives orientation on available references pertaining to the work. He is responsible for becoming familiar with State, federal, foreign and interstate authorities on noxious weed and other pest quarantine, prevention, control and eradication measures; departmental policies, procedures and instructions; related precedents, prescribed work methods and procedures, operational guidelines and other authorizations or restrictions pertaining to the work. Strict conformance with explicit and detailed procedures and instructions is required.
3. Level of Responsibility: An incumbent of a position at this level receives formal and informal training in the basic principles, techniques and methodologies of noxious weed and other plant pest prevention, control and eradication. Work assignments, objectives and methods are prescribed. Detailed instructions are received concerning new or complex situations to be encountered and the supervisor answers questions concerning the application or interpretation of guides. Work is reviewed and checked to an extent sufficient to keep the supervisor constantly aware that instructions and methods are being understood and followed.

Personal contacts are generally with other weed specialists and personnel in related programs or with farmers, local agricultural firms or their representatives. The purpose of these contacts is to gather facts, to obtain information and to observe matters of a non-repetitive nature, beyond the scope of available factual guidelines; initial contacts are usually established by higher-level specialists.

Examples of Duties:

Attends orientation and training sessions; learns the fundamental practices, principles, techniques and methodology of weed prevention, control and eradication; accompanies specialists of a higher grade in the field to observe control measures in operation, to participate in the conduct of systematic surveys, to observe chemical control evaluation tests under way, to observe the investigation and arbitration processes of chemical control damage, to develop familiarity with local plants, soils, climate, topography, soil and water conservation programs, farm management practices and the multiple interrelationships involved as they pertain to weed and other

plant pest control, and to gain exposure to and familiarity with related programs of plant pest control research, planning, development and application; participates in the collection and taxonomic studies of plant pests, in the laboratory analyses of seeds, in the collection, analysis and presentation of survey data, and in the classification of plants relative to chemical control, herbicidal formulation and methods of application.

Knowledge and Abilities Required:

Knowledge of: The fundamental principles and theories of plant physiology, agronomy, soil science, entomology, chemistry, botany and related agricultural sciences.

Ability to: Acquire a working knowledge of the scientific methods, techniques and procedures peculiar to weed science and to related agricultural and applied sciences used in weed and other plant pest control and eradication; make close observations, keep updated on pertinent technical and scientific literature, make oral and written presentations effectively, understand and follow directions, gain cooperation of and cooperate with others, use tact and good judgment and be safety-conscious.

NOXIOUS WEED SPECIALIST II

8.504

Duties Summary:

Receives progressive training in noxious weed and other plant pest control activities and, in a trainee capacity, applies this knowledge to a wide range of work tasks typical of the higher-grade levels; and performs other duties as required.

Distinguishing Characteristics:

1. Scope and Impact of Assignments: This class is the advanced trainee level through which the incumbent progresses to full performance as an independent worker. Work tasks, on-the-job training and instructions are provided in broadening knowledge of weed science fundamentals and weed and other plant pest control methods, techniques and procedures. Assignments progress from problems of narrow scope and complexity involving direct application of specific regulations, methods and procedures to those requiring judgment and experience in the application of laws, broad policies and regulations and interdisciplinary standards and concepts. Recommendations and deviations from established procedure must be reviewed by a higher-level specialist or supervisor for soundness.

Decisions and recommendations are limited by the nature of assignments characteristic of this level and relate primarily to the work organization, selection of relevant data, choice of alternative methods of treatment and formulation of interpretations and conclusions.

2. Availability of Guidelines and Originality Required: Available guidelines are the same as at Level I, except that the incumbent at this level is expected to be familiar with the location and types of resources available. Where interpretations or variations are necessary, the incumbent obtains supervisory advice or assistance and his preliminary conclusions, recommendations or analyses are reviewed and revised as necessary prior to finalizing.

Originality and judgment are required to determine and locate source data, to judge the feasibility and reliability of the data, to recognize the need for additional data or changes in methods and procedures, to organize and evaluate material, to note relationships between factors, to discover discrepancies or inaccuracies, to search out causes or explanations and to interpret findings and prepare preliminary conclusions as to their adaptation and significance.

3. Level of Responsibility: An incumbent of a position at this level receives close technical guidance and assistance in all aspects of work during the intensive training period. The trainee is responsible for planning the details of a specific assignment, but tentative outlines for the conduct of the work and accomplishment of objectives are reviewed by the supervisor. While work is in progress, the trainee consults his supervisor on technical difficulties and problems that arise, on any expansion or deviation from approved outline and on tentative conclusions reached. Completed work is reviewed for compliance with instructions, completeness and adequacy of coverage and validity of conclusions.

Personal contacts are the same as at Level I. The trainee may give out information relating to the problem on which he is working, usually in response to a specific inquiry. The nature, frequency and extent of outside contacts vary with the type of study or investigation.

Examples of Duties:

Attends and participates in training sessions; reports on assigned studies and laboratory findings; assists in the collection, compilation and analyses of agricultural and economic data on the

nature and dimensions of a weed and other plant pest problem and the feasibility of plant pest control or eradication; prepares reports describing the characteristics of the environment and pertinent problems noted; conducts studies and analyses of specific effects of chemical and growth regulators under prescribed environmental conditions in varying dosages, stages of plant growth, etc., and prepares reports of facts and findings for review and use by a higher-level specialist; assists in the development of plant pest control projects and long-range plans and participates directly in the development and implementation of an action plan for incipient infestations of small farm operations; participates in the collection and taxonomic study of weed and related specimens, and in the study of biological predators and diseases relative to weed and other plant pest control.

Knowledge and Abilities Required:

Knowledge of: Established practices, procedures, techniques and methodology of chemical/mechanical means of weed and other plant pest prevention, control and eradication; general understanding of the practices and procedures of related programs and of the varying agricultural and related industries as they apply to the import, movement and management of plants and plant parts, chemicals and growth regulators, and commercial seeds; a working knowledge of the relationships and interrelationships with federal, other State, county, intra-State and foreign agencies on weed and other plant pest prevention, control and eradication and seed analysis.

Ability to: Apply established practices, procedures, techniques and methodology of field survey, applied research, and surveillance to weed control projects of narrow scope and limited complexity; gather, correlate, analyze facts and draw general conclusions there from; recognize and distinguish significant factors; make oral and written reports and presentations clearly, concisely, accurately and effectively; gain cooperation of and cooperate with others; understand and follow instructions; observe, conduct interviews and establish and maintain effective relationships with supervisors, co-workers and others; use tact and sound judgment; visualize the effect of recommendations made.

NOXIOUS WEED SPECIALIST III

8.505

Duties Summary:

Performs technical research, development and regulatory work in noxious weed and other plant pest prevention, control and eradication; provides advisory services on the implementation of routine

cooperative weed control projects; trains lower-level specialists; and performs other duties as required.

Distinguishing Characteristics:

1. Scope and Impact of Assignments: Assignments at this level routinely encompass problems of average difficulty and include the conduct of clearly defined segments of higher-level work which are usually integrated into broader studies by a higher-level specialist, the investigation and disposition of alleged violations which are relatively clear-cut, the giving of advisory services on cooperative projects when implementation is relatively routine and problems are few or limited in diversity, and the participation in training and educational activities. Effect of action is limited by the nature and scope of the work assignments. Decisions made are normally confined to a project and do not have widespread impact, such as investigation of a complaint resulting in an agreed settlement which would affect only the user of herbicide and the owner of a damaged crop, etc.
2. Availability of Guidelines and Originality Required: The incumbent of a position at this level is expected to know and use available guides, precedents and informational resources of the noxious weed program. Although precedents may be available, assignments characteristic of this level involve individual problems or include new considerations because of the high turnover in herbicides and other chemical compounds, the scarcity of research data available, the changing economic, environmental and agricultural conditions, new technology, etc. The variations involved require the use of initiative and originality in determining the potential and limitations of available data, the design and development of studies to secure additional or new data, and to interpret findings, and the adaptation and adjustment of control and safety measures as problems arise in operation.
3. Level of Responsibility: A supervisor or higher-level specialist assigns work to the incumbent of a position at this level and provides general instructions as to the scope of an assignment, problems to be anticipated, objectives to be achieved and suggestions as to methods of approach and procedures to be employed. The supervisor is readily available to advise and guide on unprecedented matters, new perspectives, and problems of economic or safety significance. However, a specialist at this level is responsible for the selection or adaptation of standard methods, procedures and techniques to assignments of the above-described complexity without frequent assistance from a higher-level specialist.

A position at this level involves greater participation in the

planning and development of studies and action projects. Personal work contacts are varied and significant, particularly in the giving and securing of information and in the conduct of cooperative control projects. The specialist is not responsible for persuading or convincing persons other than his supervisor of the validity, acceptability and value of results achieved.

Examples of Duties:

Assists in the planning, design and installation of experimental tests; establishes environmental and other pertinent conditions; lays out test plots, formulates chemicals and other test materials, calibrates equipment used, applies or supervises the application of test material, observes progress, records readings, draws conclusions and makes recommendations; conducts periodic surveillance for incipient infestations at selected areas; participates in statewide weed and other plant pest surveys; participates in educational programs, prepares visual aids and pertinent handouts and explains the goals of weed control; conducts tests to determine responses of specific plants to new herbicides; participates in tests to evaluate new methods of application; plans and conducts bioassay tests to evaluate contamination of agricultural material; enforces regulations on commercial seeds; participates in the training of lower-level specialists or supervision of laborers detailed for weed and other plant pest control projects.

Knowledge and Abilities Required:

Knowledge of: Recognized practices, procedures, techniques, methodology of and precedents in chemical/mechanical means of noxious weed and other plant pest prevention, control and eradication; the taxonomy, biology and ecology of weed species and other plant pests; classification, characteristics, formulations and toxicity of chemicals and growth-regulating compounds; laboratory techniques and procedures, methods of applied research, and systematic survey methods and techniques; weed control and related plant pest management practices of the various segments of the agricultural industry in Hawaii.

Ability to: Relate general agricultural and economic factors, developments and trends to specific problems; determine and locate appropriate sources of information; collect pertinent data through literature, correspondence, or experimental tests; recognize and analyze problems, relationships, developments and factors affecting the progress of an assignment; use originality and judgment in organizing, developing and presenting work; work effectively with associates, the public and cooperators; visualize impact of actions taken or recommendations made; understand and follow directions; apply tact and sound judgment.

NOXIOUS WEED SPECIALIST IV

8.506

Duties Summary:

Plans and conducts special investigations and/or research projects involving the full cycle of work in the field of weed and other plant pest control and eradication; supervises and participates in cooperative control/eradication projects for a district; and performs other duties as required.

Distinguishing Characteristics:

1. Scope and Impact of Assignments: This level reflects two types of involvement, both of which involve work of more than average difficulty requiring the application of a high degree of technical skill and knowledge and mature, professional judgment:
  - A. Responsibility for the conduct of program activities in a geographical district such as the County of Maui, involving a wide diversity of cooperators and weed and other plant pest control practices and procedures, planning and organizing project operations, significant industry relationships, resolution of day-to-day problems in the area, and handling of administrative details such as budgeting, staffing, costing and reporting; or
  - B. Responsibility for the planning and conduct of special investigations and/or research projects of an intense and comprehensive nature having statewide policy implication, some ramifications into other issues or areas of study, varying degrees of controversy, economic and agricultural significance, development of standards and improved methods of application, and development and conduct of training programs.

Technical decisions, recommendations and conclusions made have some economic and agricultural significance in determining the extent and liability of herbicide or other chemical damage, in recommending methods of control and eradication of extensive cost to the State or the cooperators, in persuading farmers to apply appropriate weed control practices, etc.

2. Availability of Guidelines and Originality Required: The incumbent of a position at this level is required to use experienced judgment consistent with his assigned duties in the application, interpretation or adaptation of general instructions or guidelines. He must thoroughly understand the role of his position in relation to the general aims of the program and be cognizant of the characteristics and peculiarities of the industry served and of the immediate effects of his activities. The

district responsibility is particularly difficult because of the changing pattern of land utilization in Hawaii, the increasing problems of weed and plant pest control, the resulting high cost of crop production, the industry's interest in the program and the public's reactions to drifts of agricultural chemicals and air, water, and soil pollution caused by improper use of pesticides.

3. Level of Responsibility: The incumbent of a position at this level takes final action on cases or problems that are within well-defined bounds of delegated authority and in accord with directives that indicate normal courses to be followed. He received general instructions as to the scope of assignment, the broad objectives to be achieved, and any new major problems to be expected. Day-to-day problems are usually resolved by the incumbent, but problems resulting from lack of guides, controversial situations, or policy issue may be referred to the supervisor with full analyses of the issue, discussions of alternatives and recommendations for actions.

In Situation A, the specialist in charge of a district is supervised through periodic visits, correspondence, review of reports, and by telephone while in Situation B, the team leader or researcher reports to a District Coordinator who may be stationed at the work site.

Personal contacts at this level involve a variety of officials and specialists in government and industry, including individual growers, ranchers, farmers, horticulturists, botanists, foresters, importers, land developers, etc. This level is capable of readily giving and securing information on matters or problems of a non-recurring nature and in the explanation or interpretation of facts pertaining to work in progress.

Examples of Duties:

Formulates, coordinates and implements work plans for weed and other plant pest control and eradication of the level described for Situation A or B; negotiates with representatives of the agricultural industry on development of cooperative projects within the assigned district, recommends the method and procedure best suited to the given circumstances and conditions, provides substantiating data, secures agreement and develops and outlines operating details of manpower, supplies, equipment, techniques, procedures, time schedules, safety controls, environmental conditions, responsibilities, etc.; oversees implementation with representatives of industry, adjusts operations as required, evaluates notes and analyzes deficiencies, evaluates operational effectiveness and recommends appropriate follow-up; cooperates with all segments of industry and government involved in basic and applied research; keeps abreast of new developments through

scientific literature, discussions, conferences and investigations; conducts field experiments on the possibilities and limitations of varying methods, conditions, techniques, procedures, formulations, etc., as applied to specific weed species and specific soil composition; observes results and makes preliminary evaluations and recommendations; develops weed and other plant pest control specifications for project assignments; confers with representatives of industry on day-to-day matters and represents their views to higher-level specialist on long-range activities or matters requiring the supervisor's attention; may supervise lower-level specialists as assigned.

Knowledge and Abilities Required:

Knowledge of: Thorough knowledge of the practices, principles, theories, techniques and methodology of chemical/mechanical means of weed and other plant pest prevention, control and eradication; and the precedents applicable to assignments under Situations A or B as discussed; a working knowledge of administrative guides, or control and eradication methods and techniques, of management and plant pest control practices and procedures of various segments of the agricultural industry, of the trends and developments in growth-regulating compounds and other chemicals, and of related weed science activities; a broad knowledge of principles, practices and interrelationships of agricultural engineering, economic entomology, agronomy, soil science, plant pathology, botany, meteorology, genetics and other disciplines as they relate, interrelate and/or influence the effectiveness of weed and other plant pest control and eradication.

Ability to: In addition to the abilities required at the next lower level, work at this level requires the ability to: recognize a wide range of noxious weed and other plant pest problems and their technical and scientific implications; judge and select from alternative solutions and modify, innovate and adapt control methods, techniques and procedures as required; plan, organize and carry out the work activities; analyze, evaluate, draw sound conclusions, and prepare and submit results for publication or for implementation; establish and maintain effective working relationships and public relations.

NOXIOUS WEED SPECIALIST V

8.507

Duties Summary:

Plans, coordinates and supervises large-scale weed and other plant pest activities involving one or more county districts of the

State of Hawaii; serves as subject-matter specialist and advisor in a highly specialized function; and performs other duties as required.

Distinguishing Characteristics:

1. Scope and Impact of Assignments: This level reflects two types of involvement, both of which require extended specialized training and experience and in-depth knowledge of either a substantial variety of weed control factors, activities and resources or a highly specialized function of extensive local, national and international concern:
  - A. Supervises the County of Hawaii program activities which: (1) are substantial in scope, dispersion, diversity and complexity; (2) have significant economic and agricultural potential; (3) generate extensive public interest; and (4) are sensitive to the changing patterns of agricultural, conservation and urban developments. Provides technical guidance and leadership on inter-island weed surveillance and control projects of major economic significance involving large numbers of producers and influential interests of the industry; and participates in statewide program planning, projections and development, and specialized training of Pacific Basin recipients.
  - B. Serves as the State's expert consultant on: (1) the purity and viability of seed imports; (2) the morphology, taxonomy, physiology and pathology of seeds relative to dormancy, longevity, herbicidal responses and other factors critical to weed control effectiveness; and (3) the cooperative Federal/State seed regulatory program. Provides seed analyses training and laboratory services to other agencies, jurisdictions and countries; and participates in statewide program planning, projections and development.

This level is characterized by its involvement in formulating and developing recommendations for policies, program plans and operations, in developing and coordinating project criteria and standards, in handling the multiple relationships inherent in projects of these dimensions, and in initiating and providing substantive chemical/mechanical plant pest control services and related activities to all segments of the agricultural industry and to government agencies and jurisdictions.

2. Availability of Guidelines and Originality Required: Guides are extremely limited in their usefulness, and decisions and determinations are generally based on specialized knowledge training and experience in their adjustment and adaptation to varying situations. This level is responsible for formulating and

recommending criteria and standards to guide program planning, development and implementation. The use of initiative, resourcefulness and ingenuity are critical at this level particularly in devising new, original or fresh approaches, criteria, features or techniques of control or in the interpretation and adaptation of guides to controversial issues.

3. Level of Responsibility: The incumbent of a position at this level has considerable freedom from supervisory control over sequences of assignment, planning and organizing details of work or deciding methods to produce a given result. As the technical expert, the specialist resolves most questions or situations that arise. Work is reviewed primarily for overall effectiveness and compliance with general policies and procedures.

Public contacts are extensive and significant. Diplomacy, effectiveness and competence of a high order are required in explaining and securing acceptance of new projects, policies, processes or techniques, in providing data and technical information for interested parties with conflicting opinions, or in resolving controversial issues of substantial economic or agricultural significance.

Examples of Duties:

Initiates and plans investigative and experimental studies in herbicide and other pesticide usage controls; coordinates and evaluates chemical-biological and other multiple control projects, works with the top management of industry and government agencies to determine the need for research and to coordinate interaction of State and private industry; evaluates results of coordinated research programs, recommends changes to regulations, policies, directives, techniques, methodology and practices, and outlines needs for legislative or administrative action where indicated; evaluates investigational methods of and conclusions reached by project specialists in cases of extreme complexity, controversy and economic stress; collaborates with representatives of the Department of Health, the University of Hawaii, College of Tropical Agriculture, and management representatives of the agricultural, ranching and farming industries in establishing controls for the use of agricultural pesticides in the field; keeps abreast of new developments in herbicide compounds and biological control, cooperates with manufacturers and research organizations in evaluating the effectiveness, specificity, and safe use of these control agents under specific conditions and in recommending changes to rules and regulations to cover these new compounds; develops project evaluation guides, explains and clarifies their use and potential and arranges for their application on a systematic basis; evaluates the performance of subordinate specialists as assigned;

assists in the development of performance and service requirements for the statewide program.

Knowledge and Abilities Required:

In addition to the knowledge and abilities required at the lower levels, must have knowledge of principles and practices of supervision and the ability to assist in the development of broad program goals and objectives.

NOXIOUS WEED SPECIALIST VI

8.508

Duties Summary:

Plans and coordinates the State's Chemical/Mechanical Plant Pest Control Program; provides advice, guidance and support to related programs of industry and government at the local, national and international levels; directs and coordinates the negotiations of cooperative projects and Federal/State agreements; plans, organizes and directs educational and training workshops and institutes; and performs other duties as required.

Distinguishing Characteristics:

1. Scope and Impact of Assignments: The incumbent of a position at this level plans, directs and coordinates the overall programming, analysis, evaluation, and development of integrated and cooperative efforts to protect the agricultural industry from the introduction and spread of noxious weeds and other plant pests, the importation of low-quality commercial seeds, the hazards and risks of herbicide usage and the residual and harmful effects of pesticides.

This level represents full technical responsibility for program results and effectiveness, for development and growth of program competence, for projecting, justifying and accommodating the State's needs in plant pest control, for providing systematic progress and achievement of program objectives and goals, and for assuring to the State and industry a sound, reliable and responsive chemical/mechanical plant pest control and eradication program.

2. Guidelines Available and Originality Required: Guides at this level are limited to the broad framework of legal standards and requirements, departmental policies and objectives and statewide government policies, procedures and objectives. Originality is critical at this level in light of the program's advisory and

consultative role, the program's dependence on participative cooperation from industry and other government agencies, the substantial void in research and development of weed control methods and techniques, the vast areas of weed problems in Hawaii and the extensive economic and agricultural implications. The specialist at this level must have the foresight, ingenuity, initiative and resourcefulness to synthesize and integrate the multiple factors and efforts involved in weed control toward attainment of common objectives of the State.

3. Levels of Responsibility: The specialist at this level is in charge of the State's Chemical/Mechanical Plant Pest Control Program and represents an authority on program activities, projections, and involvement of local, national and inter-national implications. Supervision received from the division chief is general and consultative in nature, geared largely to changing patterns of land utilization, agricultural outlooks, and other factors affecting or influencing the interrelationships with other agencies, other governmental jurisdictions and private industry.

Examples of Duties:

Plans, directs, coordinates and administers the State's Chemical/Mechanical Plant Pest Control Program; develops and maintains operating and administrative controls to assure continuity and adjustment; develops and updates training programs to extend specialized knowledge, provide exposures and broaden perspectives in the field of weed and plant pest control; develops and reviews training plans and prospectus for interagency cooperative programs for foreign nations and others; confers with management and subordinate staff to fully discuss and understand issues, to exchange viewpoints, to identify, resolve or recommend solutions to problems, to explain decisions reached, and to stimulate positive effort; prepares and summarizes reports for submission to the Board, another agency of the legislature; conducts informal and formal hearings on noxious weed rules and regulations; meets with representatives of the agricultural industry, the manufacturers and users on plans and projections; initiates and determines the scope of experiments, investigations, or surveys; reviews recommended outlines, spot-checks progress, and evaluates results.

Knowledge and Abilities Required:

In addition to the knowledge and abilities required at the lower levels, the specialist at this level must have substantial knowledge of the biological sciences and plant pest control conditions and practices of other states and countries; knowledge of the political, economic, agricultural and administrative developments and implications in weed and other plant pest control; knowledge of the

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trends and outlook in weed science, controls, herbicide and pesticide development; knowledge of the principles and practices of administration.

The specialist at this level should also possess the ability to: follow and interpret trends to weed control; lead and stimulate responsive cooperation from all segments of industry; understand and provide substantive support to program linkages within the department, State and other jurisdictions; upgrade program competence and results.