

PART II	DEPARTMENT OF HUMAN RESOURCES DEVELOPMENT	8.503
	STATE OF HAWAII	8.504
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	Minimum Qualification Specifications	8.507
	for the Classes:	8.508

NOXIOUS WEED SPECIALIST I, II, III, IV, V, VI

Basic Education/Experience Requirements

Graduation from an accredited college or university with a baccalaureate degree with a major in agriculture or botany with a minimum of one (1) course in each of, and a total of 18 semester credit hours in the following areas: horticulture, agronomy, plant pathology or botany, and entomology.

Excess work experience as described under the Experience Requirement section below or any other progressively responsible administrative, professional or analytical work experience that 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 with coursework in the previously cited areas, 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 have demonstrated the ability to write clearly and concisely such materials as reports and analyses; read and interpret complex written material and solve complex problems logically and systematically.

Experience Requirements

Applicants must have had progressively responsible experience of the quality and quantity described below, or any equivalent combination of training and experience:

Class Title	Spclzd Exp (Yrs)	Supvy or Consultant Exp (Yrs)	Adm Exp (Yrs)	Total Exp (Yrs)
Noxious Weed Specialist I	0	0	0	0
Noxious Weed Specialist II	1/2	0	0	1/2
Noxious Weed Specialist III	1-1/2	0	0	1-1/2
Noxious Weed Specialist IV	2-1/2	0	0	2-1/2
Noxious Weed Specialist V	3-1/2	*	0	3-1/2
Noxious Weed Specialist VI	3-1/2	1	**	4-1/2

Specialized Experience: Progressively responsible work experience performing or supervising research, development, and regulatory work in the prevention, control, and eradication of noxious weeds and other plant pests. The experience must have provided applicants with knowledge of methods of noxious weed and other plant pest prevention, control, and eradication and/or techniques of research in this field.

Supervisory or Consultative Experience: Experience described under (A) or (B) below or any combination thereof is qualifying.

- (A) Work involved in supervising others performing work related to noxious weed and other plant pest prevention, control, and eradication as described above. Such experience must have 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; or
- (B) Experience as a subject-matter consultant in weed and other plant pest control. Qualifying experience includes acting as a consultant to other specialists, administrators, and other government and private agencies and individuals in one or more areas of plant pest control. The experience must have included acting as an aid to administrators by making recommendations and participating in program development, planning and projection and in the formulation of criteria and standards to guide program implementation.

*For the class Noxious Weed Specialist V, supervisory aptitude rather than actual supervisory or consultative 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.

**For the class Noxious Weed Specialist VI, administrative aptitude is required. 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); 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 from an accredited university with specialization in plant pest control in agriculture or botany may be substituted for one and a half (1-1/2) years of the Specialized Experience required.
2. A Ph.D. from an accredited university in agriculture or botany with specialization in plant pest control may be substituted for two and one-half (2-1/2) years of Specialized Experience required.

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.

This is an amendment to the minimum qualification specifications for the classes NOXIOUS WEED SPECIALIST I, II, III, IV, V, and VI, approved on July 10, 1980.

Date Approved: 5/24/17


for JAMES K. NISHIMOTO, Director
Department of Human Resources Development