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	for the	

AQUATIC BIOLOGIST SERIES

Series Definition

This series includes all classes of positions, the duties of which are to supervise and/or perform professional work in the management, conservation, development, utilization, and protection of aquatic resources and in related scientific research. Professional knowledge and competence in the science of aquatic biology are required.

The State's ecosystem protection, restoration, and fisheries management program is concerned with the maintenance, improvement, and expansion of saltwater and freshwater recreational and commercial fishery opportunities in the State. Basic program objectives require the conduct of studies to obtain information on the State's fisheries resources and the aquatic environment, and their deliberate modification to effect optimum sustained yields or use of desirable crops of aquatic life for the greatest benefit to the State.

Level Distinctions

The program is organized into several broad sections. However, while the specifics of the ecosystem protection, restoration, and fisheries management program vary according to the characteristics of the particular geographical area, program area, or subject area, the levels of aquatic biologist positions are found to be characterized essentially by the same factors. These factors, which provide the basis for distinguishing the several levels of responsibility and complexity in the series, are as follows:

Nature and Scope of Assignment: This factor deals with the scope, complexity, and impact of the assignment. It includes (1) the organizational scope of the position, in terms of the degree of program responsibility; (2) the planning, execution, coordination and policy development duties and responsibilities in the assignment; (3) managerial and supervisory responsibilities; and (4) the pace and intensity of management.

Level of Responsibility: This factor includes (1) the manner in which assignments are received; (2) supervisory controls; (3) nature and scope of decisions and judgments; and (4) the nature and impact of available guidelines.

Personal Work Relationships: This factor is measured in terms of the nature and purpose of contacts with those other than the supervisor, and the frequency and difficulties encountered.

This is an amendment to the class specifications for the AQUATIC BIOLOGIST Series approved on August 28, 1982.

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for Brenna H. Hashimoto, Director
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AQUATIC BIOLOGIST II

5.122

Duties Summary

As an advanced trainee, assists in the conduct of aquatic resources research, development, and management work; receives training in the more advanced skills, techniques, and procedures to supplement academic training; and performs other related duties as assigned.

Distinguishing Characteristics

Nature and Scope of Assignments: This class is the advanced trainee level through which the trainee advances as part of their progression to full performance as an independent worker. Assignments characteristically involve assisting in professional fishery and/or aquatic resources projects for which aquatic biologists of a higher level have overall responsibility. Assignments are screened to exclude difficult or unusual problems. Complex assignments may be selected to progressively develop the employee for work at the next higher level.

Level of Responsibility: Positions at this level function under close supervision. Assignments are specific as to the purpose and scope of the work and problems to be anticipated. Direct supervision is not received on those aspects of the assignment for which specific guidelines and procedures exist. Completed work is reviewed for adherence to instructions and technical accuracy.

Personal Work Relationships: At this level, personal contacts outside the supervisory chain are incidental to the technical fishery work performed. Where contacts with private pond owners, fishermen and the general public occur, they are made within the explicit framework of instructions provided by higher-level biologists.

Examples of Duties

Conducts aquatic ecosystem surveys to collect data related to aquatic species, aquatic habitats, and aquatic resource use and impacts; participates in aquatic ecosystem enhancement and restoration projects such as aquaculture production, fish attraction devices, stream, estuarine, wetland, coral, and nearshore habitat restoration; participates in the investigations of environmental damage events such as contaminant release, ship groundings, mass coral bleaching events, invasive species introduction, marine debris, and storm events. Prepares reports including data analysis, data summaries, and management recommendations.

Knowledge and Abilities Required

Knowledge of: Principles and practices of aquatic ecosystems, aquatic resources research, development, and management plans; standard statistical analysis, survey, and sampling methods associated with aquatic resources research and management.

Ability to: Prepare reports; conduct underwater field surveys; collect data on aquatic flora and fauna; develop new monitoring projects and methodologies; may dive to a maximum of 120 feet using a self-contained underwater breathing apparatus.

AQUATIC BIOLOGIST III

5.123

Duties Summary

Independently performs a limited range of professional aquatic resources assignments; may direct the work of lower-level personnel in limited projects or phases of major projects; and performs other related duties as assigned.

Distinguishing Characteristics

Nature and Scope of Assignments: This class is the first independent worker level in professional aquatic resources work. Work assignments encompass problems of average difficulty and complexity but do not reflect the full range of professional responsibility. Work is characterized by the analysis and evaluation of conditions, characteristics, values, and relationships of aquatic resources.

Level of Responsibility: Scope of assignment, immediate objectives, and the nature of the end product expected are specified by the supervisor. A position at this level is expected to select, apply, and adapt standard techniques and practices in

carrying out the assignment. Potential problems and actual sources of controversy are typically discussed with the supervisor. Work plans may be reviewed prior to initiation. Completed work is reviewed for general adequacy, correlation with the various related activities in the aquatic area, and accomplishment of objectives.

Personal Work Relationships: Where personal contacts with other professional aquatic biologists, private pond owners, fishermen and the general public are an integral part of the assignment, a position at this level is allowed to establish and determine the extent of the contact.

Examples of Duties

As leader of a limited project, plans and carries out systematic aquatic resource surveys and inventories; participates in research and management studies by assisting in the conduct of tagging operations of reef and inshore fishes; participates in the investigations of fish kills and water pollution incidents; participates in the investigations of environmental damage events such as contaminant release, ship groundings, mass coral bleaching events, invasive species introduction, marine debris, and storm events; contributes to aquatic resources management plans and updates; keeps operational data and prepares reports of findings and recommendations; conducts aquatic ecosystem surveys to collect data related to aquatic species, aquatic habitats, and aquatic resource use and impacts; participates in aquatic ecosystem enhancement and restoration projects such as aquaculture production, fish attraction devices, stream, estuarine, wetland, coral, and nearshore habitat restoration; prepares reports; reviews environmental plans and evaluates permit applications.

Knowledge and Abilities Required

In addition to the knowledge and abilities required at the next lower level, must possess knowledge of aquatic ecosystems, and a wide range of standard fishery and aquatic habitat survey methods and techniques. Must also possess the ability to meet and deal effectively with the general public, fishers, and partners.

AQUATIC BIOLOGIST IV

5.124

Duties Summary

Independently performs the full range of aquatic resources and management activities; may supervise lower-level aquatic biologists, fishery technicians, and other support staff; and performs other related duties as assigned.

Distinguishing Characteristics

Nature and Scope of Assignments: This class represents the fully operating professional level. Assignments consist of diverse complex technical problems. Typical assignments often require consideration of and selection from several alternative approaches or solutions to problems and may require adaptation of guides and criteria.

Assignments typically involve the research, development and implementation of plans and programs for the management, protection, restoration, and enhancement of aquatic species and ecosystems in the State.

Level of Responsibility: Work assignments specify scope and objectives, but usually do not specify methods and techniques. Supervision and review consist of providing advice on new policies and procedures and when requested, on complex problems where there is no precedence and literature on the subject matter is sparse. Completed work is reviewed on a spot-check basis for effectiveness of approach and for accomplishment of broad program objectives.

Personal Work Relationships: Contacts at this level require depth of knowledge as well as communication skill. Contacts are made with partner agencies, interested organized groups, researchers, student groups, and the general public for such purposes as disseminating information on aquatic resources management, serving as a resource person on aquatic species and habitats, or replying to oral or written inquiries on aquatic resources and related activities in Hawaii.

Examples of Duties

Formulates and implements work plans for the development and management of aquatic resources and their habitats, serves as project leader for and conducts studies on such projects as aquatic species status and trends, habitat restoration, aquatic invasive species control, the life history studies of selected aquatic species, ecosystem surveys, resource use surveys, and stock enhancement; conducts statistical analysis and prepares reports of findings and recommendations; plans, conducts, and instructs others in the conduct of aquatic ecosystem surveys to collect data related to aquatic ecosystems, aquatic resource use, and environmental impacts; participates in aquatic ecosystem enhancement and restoration projects such as aquaculture production, fish attraction devices, stream, estuarine, wetland, coral, and nearshore habitat restoration; participates in the investigations of environmental damage events such as contaminant release, ship groundings, mass coral bleaching events, invasive species introduction, marine debris, and storm events; develops aquatic resources management plans and updates; prepares technical reports and publications; prepares grant and project proposals; reviews environmental plans and makes recommendations;

gives scientific presentations; evaluates permit application and provides comments and recommendations; supervises lower-level aquatic biologists, fishery technicians; oversees contractors, interns, and volunteers as assigned.

Knowledge and Abilities Required

In addition to the knowledge and abilities required at the next lower level, must possess the ability to plan, schedule, and implement aquatic resources research and management projects and direct the work of others.

AQUATIC BIOLOGIST V

5.126

Duties Summary

Independently provides advisory and consultative service on fishery management methods and optimum utilization of aquatic resources. Supervises lower-level aquatic biologists and fishery workers as assigned; initiates, schedules and implements resource surveys; and performs other related duties as assigned.

Distinguishing Characteristics

Nature and Scope of Assignments: This class represents those professional aquatic biologists who are subject matter specialists in the application of advanced techniques. Assignments are characterized by the required extension or adaptation of guidelines and technical precedents and solution of problems where available resource data is inadequate or inconsistent.

At this level assignments often require the development of new and improved techniques or solutions and the integration of these techniques into multiple-use management plans and operations.

Level of Responsibility: Basic policies and program objectives are available, but the scope of assignments is structured only on a general basis. Completed work is reviewed for adequacy in meeting program objectives and for compliance with established policies and procedures. Little or no technical guidance is provided except on critical or controversial issues.

Personal Work Relationships: Contacts are broad and varied in purpose, occur frequently and affect many aspects of the fisheries program. Contacts often require the negotiation of controversial issues in ways that will attain objectives of the program and yet result in effective public relations. Important contacts involve conferences and meetings with other departments, commissions, and private and public landowners.

Examples of Duties

Plans and develops long-range programs, including the prescribing of standards, methods, and objectives; plans and conducts administrative studies to obtain solutions to project planning and other organizational problems; serves as consultant and advisor to line administrators and other fisheries staff personnel on technical and overall problems in multiple-use management; evaluates proposals, recommendations, and trends; supervises lower-level aquatic biologists as fishery workers as assigned.

Knowledge and Abilities Required

In addition to the knowledge and abilities required at the next lower level, must have knowledge of the principles and practices of supervision and possess a comprehensive understanding of the relationships between aquatic resources issues, user-groups, management tools, and practices related to those disciplines. Must be skilled in the application of precedents, techniques, and procedures pertinent to the assigned function.

AQUATIC BIOLOGIST VI

5.127

Duties Summary

Plans, directs, and coordinates a statewide freshwater or marine aquatic resources program; or district-wide aquatic resources program; and supervises lower-level Aquatic Biologist positions and/or professional staff.

Distinguishing Characteristics

Nature and Scope of Assignments: Aquatic Biologist VI positions are typically of two general types:

Type A: Under the general supervision of the Aquatic Resources Program Administrator, serves as the District Aquatic Biologist and has responsibility for planning, directing, coordinating, and managing a district aquatic resources management program. Management of the assigned district's functions and activities is

accomplished through subordinate supervisors that oversee the work of Aquatic Biologists, Education Specialists, Fishery Technicians, Office Assistants, and other program personnel. Type A positions develop and manage district budgets and grants and are also expected to develop and recommend partnerships, policies, procedures, rules, regulations, and legislation relative to the statewide aquatic resources program.

Such a program is concerned with the protection, management, restoration, and enhancement of aquatic resources in the assigned district in accordance with State, department, and division policies, goals, and procedures. Included in this program is the implementation of island-based management plans and management of marine managed areas designated within the district.

Type B: Serves as the lead biologist and manager of a statewide aquatic resources program and operates as the top-level staff consultant in the development of new techniques in a specialized area of aquatic resources management, the development of new programs to provide for sustainable utilization of aquatic resources and the formulation and revision of policies, procedures, and guidelines.

This type represents those biologists who are recognized as the professional authority for their functional activity. Assignments involve the initiation and implementation of complex analyses or studies to define tangible objectives or plans and scope of activity, following which a biologist at this level proposes alternative solutions, recommendations or decisions or takes actions which have a considerable impact on various programs in the functional area. Provides technical guidance, program review, coordination, and leadership, subject only to broad Statewide policy controls. Such statewide responsibility concerns aquatic resources research, development, and management programs.

Level of Responsibility:

Type A: Positions reflect responsibility, as a district chief, for administering the State's aquatic resources programs and projects at the district scale.

Type B: Positions reflect responsibility for administering a statewide aquatic resources program. In addition to providing authoritative guidance, coordination, and leadership on a statewide basis, this level is characterized by active participation with aquatic resources programs in the planning, development, evaluation, and coordination of the overall technical and administrative programs of the Division.

Recommendations made by both types of Aquatic Biologist VI positions are recognized as representing optimum technical solutions and are accepted as those of an authority; recommendations are reviewed primarily in relation to broad and administrative controls (e.g., budgets); and are relied on to form the basis for the determination or modification of programs and actions.

Personal Work Relationships: At this level, biologists represent and commit their department in conference with other departments, local authorities, private agencies, and public groups in efforts to obtain and reconcile all pertinent points of view regarding proposed plans, standards, and programs and to assure concerted action by all parties involved to explain and obtain support for policies and programs.

Examples of Duties

Type A: Oversees, directs and coordinates a district aquatic resources management program; establishes priorities, provides technical guidance, coordination, and leadership for a district aquatic resources program; develops plans for management and development projects in compliance with provisions of federal and State laws, regulations and practices; oversees the management of marine management areas; recommends regulations governing aquatic resources; oversees restoration and enhancement projects; prepares technical papers for publication; manages project budgets; submits grant applications; develops and recommends partnerships, policies, procedures, rules, regulations and legislation relating to the aquatic resources district program; participates in public hearings related to district operations; makes decisions on personnel actions within the district including recommending hiring of personnel, providing appropriate training, and taking disciplinary actions, as appropriate; maintains liaison with federal, State and local governmental agencies, private individuals, and organizations in matters concerning the district aquatic resources program; may appear in court as an expert witness for cases or claims against the department; prepares the district's operating and capital improvement budget requests and justification; authorizes expenditure of appropriated funds; directs purchasing activities and maintenance of expenditure records for the district; supervises lower level Aquatic Biologists and other staff as assigned.

Type B: Oversees, coordinates, and supervises aquatic resources management activities; develops long-range programs, including the prescribing of standards, methods, and objectives; serves as consultant and advisor to line supervisors and other aquatic resources staff on technical and overall problems in aquatic ecosystem management; recommends solutions on aquatic resources, resource users, and related issues; exercises staff surveillance and provides technical leadership on broad and critical statewide aquatic resources research, development and management programs, which affects a large number of projects having major socio-economic and public impacts throughout the State; develops conservation, enhancement, and restoration

projects; outlines research projects, assigns work and reviews results; develops plans for management and development projects in compliance with provisions of federal and State laws, regulations and practices; oversees the management of marine management areas; works with stakeholders in order to steward and co-manage areas; recommends regulations governing aquatic resources; prepares periodic and special statistical reports on projects being conducted and status and trends of aquatic resources; directs and participates in restoration and enhancement projects; prepares technical papers for publications; manages project budgets; submits requests, and grant applications; supervises lower level professional staff and fishery workers as assigned.

Knowledge and Abilities Required

In addition to the knowledge and abilities required at the next lower level, an unusually high degree of originality, creativity, skill and professional competence is required to interpret and convert general overall objectives and policies into specific plans, programs and activities designed to solve the fishery problems. Must be capable of developing and directing such a program, guiding and managing personnel and evaluating work accomplishments and program emphasis.