



TITLE: WILDLIFE SPECIALIST / LIAISON

FLSA: Non-Exempt

BOARD APPROVED:

BARGAINING UNIT: Misc.

DEFINITION

Under direction of the Agricultural Commissioner and Assistant Agricultural Commissioner, coordinates and participates with agencies, livestock producers, and non-governmental organizations in the enforcement of laws pertaining to management and control of disruptive wildlife activities through the implementation of integrated wildlife management techniques; to mitigate wildlife damage while protecting the health and safety of the public, and reducing property damage in urban, residential, agricultural, and forest settings; and to reduce problems created by carnivores, rodents, birds, and other wild animals in urban or rural environments.

SUPERVISION RECEIVED AND EXERCISED

Receives general supervision from the Agricultural Commissioner/Sealer of Weights & Measures and Assistant Agricultural Commissioner/Sealer of Weights and Measures. The incumbent works independently, requiring direction only on more difficult or unusual projects. Collaborates professional and paraprofessional staff members as assigned.

CLASS CHARACTERISTICS

This is an advanced journey-level classification assigned to perform the full range of duties. Incumbents exercise considerable discretion and independent judgement and receive only occasional instruction or assistance as new or unusual situations arise and are fully aware of the operating procedures and policies within the work unit. This classification is distinguished from the Animal Regulation Officer classification in that the latter is responsible for enforcing state and local laws and ordinances pertaining to the humane treatment of domestic animals. The Wildlife Specialist/Liaison operates within a regulatory framework specific to wildlife management and damage mitigation, including coordination with state and federal wildlife agencies.

EXAMPLES OF ESSENTIAL FUNCTIONS (Illustrative Only)

- Implements integrated pest management techniques to reduce or eliminate damage caused by wildlife.
- Acts as liaison between livestock producers and the California Department of fish and Wildlife under the authority of the Ag Commissioner/Sealer of Weights and Measures.

- Receives and responds to inquiries regarding wildlife that caused or may cause damage to property and crops, and/or threatens the safety of the public, pets, and/or livestock.
- Performs site evaluations and advise the public on wildlife damage mitigation techniques and habitat modifications.
- Identifies predatory animal concerns; evaluates animal behavior to determine an appropriate course of action.
- Provides notification to livestock producers and the public of the presence of predatory animals, in cooperation with the California Department of Fish and Wildlife as necessary.
- Communicates effectively with livestock producers and the public to provide information regarding wildlife conservation and protections. Manages and mitigates the presence of wild animals that cause disturbances using a variety of tools and techniques including firearms, snares and traps.
- Advise private landowners about potential wildlife attractants and the effectiveness of various wildlife deterrent tools, such as fencing, fladry, alarms and/or drones.
- Sets and monitors traps using established guidelines; picks up or removes animals caught in traps; transports animals and the trap as appropriate, including lifting and maneuvering traps and/or cages with animals inside.
- Investigates wildlife depredation incidents involving livestock, crops, pets, or property; documents findings through photographs, measurements, and field notes; and prepares clear, accurate reports for internal records, cooperating agencies, landowners, and regulatory purposes.
- Represents the department to the media and the general public as needed; makes presentations to help maintain positive public relations.
- Represents the department on boards, commissions, committees, associations and/or task forces on a federal, state and local level, as appropriate or as appointed.
- Reviews, prepares and/or submits a variety of technical reports.
- Operates and maintains a variety of vehicles and special equipment, including personal protective equipment, power and hand tools, microscopes, traps, pesticide sprayers, etc.
- Performs related work as required.

QUALIFICATIONS

Knowledge of:

- Program management concepts and principles
- Applicable Federal, State, County, Department, and Division laws, regulations, policies and procedures
- Modern office practices, methods and computer equipment
- Record keeping principles and procedures
- Computer applications related to the work
- English usage, grammar, spelling, vocabulary, and punctuation
- Techniques for dealing effectively with and providing a high level of customer service to all individuals contacted in the course of work
- Integrated, progressive wildlife management approaches that include the use of both nonlethal and lethal methods
- Safe operation and care of firearms and other equipment used in wildlife management/control

- Proper use and operation of equipment used in wildlife damage control operations and management including but not limited to snares, tools, traps, and firearms
- Diseases and parasites affecting and transmitted by wildlife
- Wild animals of the region, including feeding, sleeping, and mating habits, environment, and general life cycles

Ability to:

- Interpret and enforce laws/regulations related to wildlife management.
- Establish and maintain effective public relations.
- Provide outreach and education to the community regarding wildlife and their behavior.
- Plan, organize and prioritize daily assignments and work activities.
- Effectively handle animals safely in hazardous and non-hazardous situations.
- Use independent judgment and discretion in management of various programs.
- Make sound, educated decisions.
- Read and interpret complex materials pertaining to the responsibilities of the job.
- Assemble and analyze information and prepare written reports and records in a clear, concise manner.
- Safely and effectively set snares and traps of up to eighty-five (85) cubic feet for domestic and range animals; attract wild animals with bait, scent, or calls.
- Safely and accurately use and discharge shotguns, rifles, side arms, and other related equipment in accordance with applicable federal, state, and local laws and regulations.
- Operate and perform minor maintenance on all equipment used in the field including firearms, traps, and cages.
- Operate a boat, an All-Terrain Vehicle (ATV), and a four-wheel drive vehicle on a variety of unpaved and uneven terrains.
- Enter and retrieve data from a computer with sufficient speed and accuracy to perform assigned work.
- Operate and maintain a variety of office and specialized equipment as necessary in the performance of daily activities.
- React calmly and professionally in emergency, emotional, and/or stressful situations.
- Maintain significant flexibility in daily operations and decision making.
- Perform required mathematical calculations quickly and accurately.
- Organize and prioritize a variety of projects and multiple tasks in an effective and timely manner; organize own work, set priorities and meet critical time deadlines.
- Establish and maintain effective working relationships with those contacted on the job.

Education & Experience:

Any combination of training and experience which would provide the required knowledge, skills and abilities is qualifying. A typical way to obtain the required qualifications would be:

- Graduation from an accredited college or university with a bachelor's degree specializing in Wildlife Management or other related field OR three (3) years of experience in biological or physical science-related fields including one (1) year as a program manager or lead role related to wildlife conservation or mitigation.
- Five (5) years of experience hunting or trapping predatory animals in accordance with state and federal regulations.
- Other combinations of education and experience may be considered.

License & Special Requirements:

- Possession of, or ability to obtain and maintain, a valid California Class C Driver License and a satisfactory driving record is required. Individuals who do not meet this requirement due to a disability will be reviewed on a case-by-case basis.
- Must complete accredited firearms training course, including rifle, shotgun, and handgun within one (1) year from the date of hire. Subsequently, must complete a firearms training course every two (2) years.
- Must furnish personal firearms, including a rifle, shotgun, and handgun in full compliance with all applicable federal, state and local laws and regulations.
- Must obtain an ATV RiderCourse Completion Card issued by the ATV Safety Institute within one (1) year from date of hire.
- May be required to obtain a Qualified Applicator Pesticide Certificate.
- May be required to obtain a California Boater Card

PHYSICAL DEMANDS

Must possess mobility to work in a standard office setting and use standard office equipment, to inspect County sites, to operate a motor vehicle and to visit various County and meeting sites; vision to read printed materials and electronic screens, and to maintain firearms qualifications; and hearing and speech to communicate in person, before groups, and over the telephone. This is partially a sedentary office classification; the job also involves field inspection work requiring frequent walking on uneven terrain, climbing, and descending at inspection site areas to monitor performance and to identify problems or hazards. Finger dexterity is needed to access, enter, and retrieve data using a computer keyboard or calculator, operate standard office equipment and firearms, and set traps and snares. Incumbents frequently bend, stoop, kneel, reach, push, and pull to perform work and inspect work sites. Employees must possess the ability to lift, carry, push, and pull materials and objects, up to 100 pounds occasionally and up to 50 pounds frequently, as necessary to perform job functions.

WORKING CONDITIONS

Work is primarily performed outdoors, requiring travel throughout the County, in isolated areas, and in varying environments, including inclement weather, uneven terrain and around wildlife with exposure to noises and odors associated with various wildlife species and in close proximity to potentially infectious, poisonous and/or threatening animals. Incumbents primarily work alone and may work odd or unusual hours, including nights, weekends, holidays, and/or overtime and may be subject to emergency call-out.

**EQUAL OPPORTUNITY EMPLOYER / AMERICANS WITH DISABILITIES ACT
COMPLIANT / VETERANS' PREFERENCE POLICY / DRUG-FREE WORKPLACE**