

MICHIGAN CIVIL SERVICE COMMISSION
JOB SPECIFICATION
WILDLIFE TECHNICIAN

JOB DESCRIPTION

Employees in this job perform wildlife management support activities to protect, develop, and maintain the state's natural wildlife population for environmental and recreational purposes.

Position Code Title - Wildlife Technician-E

Wildlife Technician 8

This is the entry level. The employee performs a range of Wildlife Technician assignments while learning the methods of the work.

Wildlife Technician 9

This is the intermediate level. The employee performs an expanding range of Wildlife Technician assignments in a developing capacity.

Wildlife Technician E10

This is the experienced level. The employee performs a full range of Wildlife Technician assignments and uses independent judgment to make decisions in specific work situations.

Position Code Title - Wildlife Technician-A

Wildlife Technician 11

This is the advanced level. The employee functions as a lead worker overseeing the work of lower-level Wildlife Technicians; or as a senior worker performing the most complex assignments.

Position Code Title - Wildlife Technician-SS

Wildlife Technician 12

This is the staff specialist level. The employee uses specialized technical knowledge to perform highly complex Wildlife Technician assignments involving sole, full-time responsibility and authority for an assigned specialty area.

NOTE: Employees can progress to the experienced level based on satisfactory performance and possessing required experience.

JOB DUTIES

NOTE: Listed job duties are typical examples of work of positions in this classification. Not all duties assigned to every position are included, nor will all positions be assigned every duty. The general description of job duties does not authorize performance contrary to any state or federal licensing or certification requirements.

Engages in habitat development and improvement activities in game areas and other state lands, including planning and assessing existing sites and plant communities.

Obtains wildlife biological data through field surveys, including animal and waterfowl trapping and tagging, hunter use and game bag checks, waterfowl population counts, wildlife surveys, and other related monitoring efforts.

Manages vegetation to support wildlife habitat objectives through planting, disking and harvesting across herbaceous, forested, and agricultural areas.

Participates in and coordinates the construction and management of water control infrastructure.

Manipulates water levels to meet wetland and wildlife habitat management objectives.

Participates in wildlife and habitat surveys, including specialized aerial assessments.

Delineates and records forest-type boundaries for timber inventory sales and forest treatments.

Evaluates hunting conditions in the game area.

Assists veterinary staff with wildlife necropsies.

Constructs blinds, nesting sites, traps, shelters, and other special equipment.

Recommends and assists in the development and maintenance of recreational areas.

Maintains buildings, improves or removes fences, and maintains trails and roads.

Establishes and maintains food and cover habitat components for various species.

Prepares bid invitations for wildlife habitat projects to be performed by outside contractors, and monitors for compliance.

Maintains and operates tractors, plows, trailers, trucks, bulldozers, loaders, and construction equipment.

Engages with local sports and recreation groups and visitors.

Assists private landowners on wildlife management procedures in accordance with the wildlife management program.

Responds to wildlife calls from the public and assists with nuisance wildlife response that may require the use of chemicals or firearms.

Maintains records and prepares reports and correspondence related to the work.

Performs related work and other tasks as assigned.

Additional Job Duties

Wildlife Technician 11 (Lead Worker)

Coordinates work by scheduling assignments and overseeing the work of other Wildlife Technicians.

Instructs and trains in proper work methods and processes.

Reviews job performance by observing and critiquing work techniques and completed assignments.

Wildlife Technician 11 (Senior Worker)

Regularly performs the most complex and difficult assignments in the work area.

Wildlife Technician 12

Performs technician assignments involving responsibility for coordinating an assigned specialty area.

Serves as recognized expert within a specialty area and provides technical assistance to other departmental staff.

JOB QUALIFICATIONS

Knowledge, Skills, and Abilities

NOTE: Some knowledge is required at the entry level, developing knowledge is required at the intermediate level, considerable knowledge is required at the experienced level, thorough knowledge is required at the advanced level, and extensive knowledge is required at the specialist level.

Knowledge of wildlife habitat requirements for various species.
Knowledge of vegetation management techniques.
Knowledge of Michigan flora and fauna communities and their environmental requirements.
Knowledge of general farming and construction methods.
Knowledge of soil science and soil conservation practices.
Knowledge of the care and handling of wildlife species.
Knowledge of invasive species identification and eradication and control techniques.
Knowledge of Geographic Information Systems (GIS) applications.
Skill in the use of firearms.
Ability to use farm and construction tools and equipment.
Ability to follow written plans and interpret map symbols and legal descriptions.
Ability to determine seed and fertilizer requirements.
Ability to conduct wildlife surveys.
Ability to maintain buildings and equipment.
Ability to detect unsafe and hazardous conditions of equipment and work environment.
Ability to prepare and maintain records related to the work.
Ability to communicate effectively.
Ability to maintain favorable public relations.

Additional Knowledge, Skills, and Abilities

Wildlife Technician 11 (Lead Worker)

Ability to train and oversee the work of others.

Ability to prioritize, organize, and coordinate the work of the unit.

Wildlife Technician 11 (Senior Worker)

Ability to perform the most complex Wildlife Technician assignments.

Wildlife Technician 12

Knowledge of the programmatic and developmental aspects of assigned specialty area.

Ability to organize and coordinate assigned specialty area.

Ability to adapt new technology and methods to increase specialty area effectiveness.

Working Conditions

The job requires an employee to work under extreme weather and environmental conditions.

Some jobs require an employee to be exposed to hazardous work environments.

Some jobs require use of explosives, tranquilizing drugs, firearms, and specialized animal handling techniques.

Physical Requirements

The job duties may require an employee to traverse rough terrain.

The job duties may require an employee to lift up to 50 pounds.

The job duties may require an employee to climb ladders.

Education

Completion of 60 semester (90 term) credits including 16 semester (24 term) credits in one or a combination of the following: agriculture, biology, botany, conservation biology, ecology, ecosystem management, entomology, environmental science, environmental sustainability, evolutionary biology, forest resources, geographic/geospatial information systems, herpetology, fish and wildlife management, mammalogy, natural resources, ornithology, soil science, wildlife biology, wildlife management, zoology, or a related field.

Note: Up to 9 semester (13 term) credits in chemistry and/or geology may be included in the total number of subject specific credits.

Experience

Wildlife Technician 8

No specific type or amount is required.

Wildlife Technician 9

One year of experience performing technical wildlife management support activities, equivalent to a Wildlife Technician 8.

Wildlife Technician E10

Two years of experience performing technical wildlife management support activities equivalent to a Wildlife Technician, including one year equivalent to a Wildlife Technician 9.

Wildlife Technician 11

Three years of experience performing technical wildlife management support activities equivalent to a Wildlife Technician, including one year equivalent to a Wildlife Technician E10.

Wildlife Technician 12

Four years of experience performing technical wildlife management support activities equivalent to a Wildlife Technician, including two years equivalent to a Wildlife Technician E10 or one year equivalent to a Wildlife Technician 11.

Alternate Education and Experience

Wildlife Technician 8 - 12

Completion of high school and four years of experience providing wildlife support activities including two years as a Wildlife Assistant E8 may be substituted for the education requirement.

Wildlife Technician E10

Possession of a bachelor's degree or higher with 16 semester (24 term) credits in job specific or related course work may be substituted for the education and experience requirements.

NOTE: Civil Service can individually evaluate equivalent combinations of education and experience providing required knowledge, skills, and abilities to qualify.

Special Requirements, Licenses, and Certifications

See individual position descriptions.

JOB CODE, POSITION TITLES AND CODES, AND COMPENSATION INFORMATION

Job Code

WILDLFTCH

Job Code Description

WILDLIFE TECHNICIAN

<u>Position Title</u>	<u>Position Code</u>	<u>Pay Schedule</u>
Wildlife Technician-E	WILDTCHE	L32-006
Wildlife Technician-A	WILDTCHA	L32-012
Wildlife Technician-SS	WILTCHSS	L32-013

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