

**MICHIGAN CIVIL SERVICE COMMISSION
JOB SPECIFICATION**

PLANT INDUSTRY FIELD SCIENTIST

JOB DESCRIPTION

Employees in this job complete and oversee a variety of professional assignments designed to protect the public and the environment through enforcement and/or compliance of laws and regulations. Professional assignments pertain to the use, manufacturing, labeling and storage of pesticides, feeds, grain, remedies and fertilizers. Activities ensure the preservation and enhancement of the quality of Michigan agricultural products and the protection of human health and the environment. Professional assignments also include preventing the introduction and dissemination of plant pests through licensure, inspection, and certification activities.

There are four classifications in this job.

Position Code Title - Plant Industry Scientist-E

Plant Industry Field Scientist 9

This is the entry level. As a trainee, the employee carries out a range of professional plant industry scientist assignments while learning the methods of the work.

Plant Industry Field Scientist 10

This is the intermediate level. The employee performs an expanding range of professional plant industry scientist assignments in a developing capacity.

Plant Industry Field Scientist P11

This is the experienced level. The employee performs a full range of professional plant industry scientist assignments in a full-functioning capacity. Considerable independent judgment is used to make decisions in carrying out assignments that have significant impact on services or programs. Guidelines may be available, but require adaptation or interpretation to determine appropriate courses of action.

Position Code Title - Plant Industry Scientist-A

Plant Industry Field Scientist 12

This is the advanced level. The employee may function as a lead worker or senior worker. At this level, employees are responsible for overseeing the work assignments of other professionals or have regular assignments which have been recognized by Civil Service as having significantly greater complexity than those assigned at the experienced level.

NOTE: Employees generally progress through this series to the experienced level based on satisfactory performance and possession of the required experience.

JOB DUTIES

NOTE: The job duties listed are typical examples of the work performed by positions in this job classification. Not all duties assigned to every position are included, nor is it expected that all positions will be assigned every duty.

Contacts plant growers, plant dealers, pesticide operators and the public regarding enforcement of plant pest laws and pesticide laws and regulations.

Inspects nursery stock, native trees, bulbs, and other plant materials for plant pests; identifies the host plants and pests at nurseries, storages, retail outlets and other locations.

Explains state plant industry laws to persons involved in the production, processing, handling, export, and sale of plant products and/or involved in the growing, selling, processing, transporting, and care of nursery stock.

Conducts inspections and investigations, presents evidence, and testifies in court cases related to violations of plant industry and pesticide laws.

Conducts inspections and investigations to determine that pesticides are applied as recommended, and in accordance with label precautions.

Conducts inspections and collects samples of agricultural products, such as seeds, animal feeds, and fertilizers, and enforces agricultural product laws and regulations.

Assists in the training of new staff.

Determines vigor of nursery stock offered for sale and makes recommendations regarding the disposition of infested or diseased plant life.

As authorized, conducts investigations, detains certain objects, and issues citations; secures warrants as necessary, and directs violators of department laws through judicial proceedings.

Maintains plant pest quarantines.

Tests pesticide applicators and technicians for certification.

Assesses and collects license and inspection fees.

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

Conducts inspections of bulk agrichemical storage facilities and enforces bulk storage regulations.

Conducts inspections and takes samples of honey bee colonies for the purpose of certifying they meet the requirements for interstate movement, identifying honey bee pests, or investigating complaints of pesticide-related injury or death.

Performs related work as assigned.

Additional Job Duties

Plant Industry Field Scientist 12 (Lead Worker)

Oversees the work of professional staff by making and reviewing work assignments, establishing priorities, coordinating activities, and resolving related work problems.

Plant Industry Field Scientist 12 (Senior Worker)

Performs on a regular basis professional plant industry scientist assignments which are recognized by Civil Service as more complex than those assigned at the experienced level.

JOB QUALIFICATIONS

Knowledge, Skills, and Abilities

NOTE: Some knowledge in the area listed is required at the entry level, developing knowledge is required at the intermediate level, considerable knowledge is required at the experienced level, and thorough knowledge is required at the advanced level.

Knowledge of the principles and practices of physical or biological sciences, or environmental health.

Knowledge of feed, seed and fertilizer licensing laws.

Knowledge of agricultural products such as seeds, animal feeds, remedies, and fertilizers.

Knowledge of the collection of samples for lab analysis.

Knowledge of plant identification and the general principles of plant disease and control.

Knowledge of the host plants of diseases and the susceptibility range.

Knowledge of inspection protocol to identify unsanitary conditions to prevent contamination.

Knowledge of groundwater protection laws and regulations.

Knowledge of the life cycles and methods of control for the enemies of trees and plants.

Knowledge of the pesticide laws, and regulations, the principles of pesticide application and the precautions to be exercised in pesticide use.

Knowledge of the potential for adverse environmental impacts from the use of pesticides, including groundwater, food safety and human health.

Knowledge of the fundamental principles of nursery operations, including the propagation, storage and transportation of plants.

Knowledge of inspection procedures related to pesticide use.

Knowledge of the principles and practices of governmental regulation as it relates to the plant industry.

Knowledge of investigation protocols and techniques relative to pesticide use and plant industry investigations.

Ability to identify plant pests and diseases.

Ability to apply knowledge of plant industry program techniques to specific activities and situations.

Ability to apply license and inspection fees and schedules.

Ability to determine violations and enforce state and federal laws, regulations, and quarantines.

Ability to obtain information for the issuance of warrants.

Ability to conduct plant surveys.

Ability to enforce groundwater laws and regulations.

Ability to maintain records, and prepare reports and correspondence related to the work.

Ability to communicate effectively with others.

Ability to maintain favorable public relations.

Additional Knowledge, Skills, and Abilities

Plant Industry Field Scientist 12 (Lead Worker)

Ability to organize and coordinate the work of others.

Ability to set priorities and assign work to other professionals.

Working Conditions

Some jobs require employees to inspect honey bee colonies, thereby exposing employees to bees and to the potential for bee stings.

Some jobs require an employee to work in an environment that involves exposure to unpleasant and noxious fumes and odors.

Some jobs require an employee to work outdoors as well as in an office or a laboratory.

Physical Requirements

None

Education

Possession of a bachelor's degree in agronomy, animal science, biology, botany, crop and soil science, entomology, horticulture, forestry, plant biology, plant pathology, plant science, or plant physiology, or a related field.

Experience

Plant Industry Field Scientist 9

No specific type or amount is required.

Plant Industry Field Scientist 10

One year of professional experience in enforcing and/or complying with the laws and regulations pertaining to pesticide use, insects, pests, and plant diseases in agricultural commodities and horticultural stock equivalent to a Plant Industry Field Scientist.

Plant Industry Field Scientist P11

Two years of professional experience in enforcing and/or complying with the laws and regulations pertaining to pesticide use, insects, pests, and plant diseases in agricultural commodities and horticultural stock equivalent to a Plant Industry Field Scientist, including one year equivalent to a Plant Industry Field Scientist 10.

Plant Industry Field Scientist 12

Three years of professional experience in enforcing and/or complying with the laws and regulations pertaining to pesticide use, insects, pests, and plant diseases in agricultural commodities and horticultural stock equivalent to a Plant Industry Field Scientist, including one year equivalent to a Plant Industry Field Scientist P11.

Special Requirements, Licenses, and Certifications

Some positions have law enforcement authority pursuant to Public Act 51 of 2005 and must submit to a background investigation to determine suitability for law enforcement work.

Some positions require that employees utilize appropriate personal protective equipment in order to complete their assigned duties. Employees may be required to undergo evaluation to ensure the proper use of protective equipment, including being fit-tested to wear a respirator.

NOTE: Equivalent combinations of education and experience that provide the required knowledge, skills, and abilities will be evaluated on an individual basis.

JOB CODE, POSITION TITLES AND CODES, AND COMPENSATION INFORMATION

Job Code

PLINDFSCI

Job Code Description

PLANT INDUSTRY FIELD SCIENTIST

Position Title

Plant Industry Scientist-E

Plant Industry Scientist-A

Position Code

PLINSCIE

PLINSCIA

Pay Schedule

H21-001

H21-009

DB

05/08/2016