

STATE OF WISCONSIN
CLASSIFICATION SPECIFICATION

NATURAL RESOURCES EDUCATOR
CLASSIFICATION SERIES

I. INTRODUCTION

A. Purpose of This Classification Specification

This classification specification is the basic authority under ER 2.04, Wisconsin Administrative Code, for making classification decisions relative to present and future Professional Science Bargaining Unit positions located within the Department of Natural Resources. Positions allocated to this classification series function as natural resource and environmental educators. This classification specification will not specifically identify every eventuality or combination of duties and responsibilities of positions that currently exist, or those that result from changing program emphasis in the future; rather, it is designed to serve as a framework for classification decision making in this occupational area.

Classification decisions must be based on the “best fit” of the duties within the existing classification structure. The “best fit” is determined by the majority (i.e., more than 50%) of the work assigned to and performed by the position when compared to the classification concepts and definitions of this specification or through other methods of position analysis. Position analysis defines the nature and character of the work through the use of any or all of the following: definition statements; listing of areas of specialization; representative examples of work performed; allocation patterns of representative positions; job evaluation guide charts, standards, or factors; statements of inclusion and exclusion; license or certification requirements; and other such information necessary to facilitate the assignment of positions to the appropriate classification.

B. Inclusions

This series encompasses positions in the Professional Science Bargaining Unit found in the central, regional, service center, or field offices of the Department of Natural Resources. These positions provide leadership, education, interpretation, and consultation regarding environmental and natural resources education to teachers, school districts, youth educators, students, resource users, and the general public.

C. Exclusions

Excluded from this classification series are the following types of positions:

1. Positions which meet the statutory definitions of supervisor and management, as defined in 111.81(19) and (13), Wis. Stats., as administered and interpreted by the Wisconsin Employment Relations Commission.

2. Any position specializing in policy analysis, program planning, facility or regional planning, land use, program evaluation, purchasing, or budgeting activities for the majority of the time which does not require the ongoing application of professional scientific resource/environmental educational principles, and which are better identified within a different classification series.
3. All other positions which are more appropriately identified by other classification specifications.

D. Entrance Into and Progression Through This Series

Employees typically enter positions within this classification series by competitive examination. Progression to the senior level will occur through reclassification. Progression to the advanced level will typically occur through some form of competitive examination.

II. DEFINITIONS

NATURAL RESOURCES EDUCATOR

Positions work under close, progressing to general, supervision. Principles and practices have been learned prior to entrance into this classification series. The emphasis is in developing skills in working with and/or understanding the program, state systems, user group(s), and the mechanics of the program, and developing an understanding and applying the statutes, rules, regulations, administrative code, and standards required in the program area. Initial work assignments are well defined and short term in duration. Over time, the work assignments become long term or short term, with the employee expected to exercise independent judgment in determining specifics and priorities, as the objectives are progressively less clear. The positions may be in contact with outside entities and may have assignments which cross program lines, depending on where the individual employee's performance level is determined. The supervisor reviews the work to determine the completeness or accuracy and adherence to policy.

NATURAL RESOURCES EDUCATOR-SENIOR

These positions function as (1) a region educator/naturalist, responsible for administering and overseeing the naturalist and/or environmental education programs throughout the region; (2) a field educator/naturalist, responsible for developing, administering, and evaluating the education and naturalist program within the assigned DNR property(ies); or (3) the central office consultant for a specific portion of a major educational program or project being implemented statewide. Positions at this level are responsible for providing naturalist/educator work and expertise within the Department of Natural Resources. These positions develop and work on major work projects with little or no specific direction or review; assume an independent role in working with educational consultants, teachers, university personnel, youth leaders, citizens, other governmental agencies, and department staff; make decisions independently on complex education-related issues; and provide consultation to staff in geographic management unit(s).

Representative Positions :

Property Educator/Naturalist: Direct, administer, and serve as the property resource for the property interpretative and education program; direct work activities of limited term employees, volunteers, and other staff; provide technical assistance and/or programs to school teachers, school groups, college

classes, other organizations (public and private), and the general public on the natural history of the property, including resource management and environmental protection issues; design, develop and maintain self-guided nature exhibits and features; conduct field studies of the property to determine what is of significance and alert staff to significant discoveries; and compile information, conduct research, and write about the property's natural and human history.

Region Environmental Educator: Provide leadership and consultation regarding environmental education to teachers, school districts, youth educators, and pre-service teacher education programs within the region; develop and implement education programs on resource management and environmental protection topics; provide information, guidance, and counseling on environmental education to department personnel; and represent the department with regional, state, and local education institutions and environmental education proponents to further joint program efforts.

NATURAL RESOURCES EDUCATOR-ADVANCED

Positions allocated to this level are considered the principal staff expert, with extensive authority in decision making, and function under very general supervision. These positions (1) function as the department expert for a naturalist or education program being implemented statewide, taking the lead in implementing multifaceted statewide education programs, and developing, implementing, monitoring, and evaluating statewide policies and programs; or (2) serve as region experts, responsible for implementing the region's environmental education and naturalist programs. Region positions at this level are responsible for the administration and implementation of both natural resources and environmental educational programs.

Representative Positions :

Aquatic Resources Educator: On a statewide basis, direct, develop, implement, and evaluate the fish angler education and outdoor skills program, the environmental education and interpretive fisheries program, and the aquatic resources education program, and design curricula and prepare materials for the Angler Education Program. This work is performed through consultation and cooperation of department employees, conservation organizations, and volunteer groups.

State Coordinator Park Interpretive Program: On a statewide basis, direct, coordinate, implement, plan, and evaluate a comprehensive environmental education and interpretation program for state parks, forests, and recreation areas, for the purpose of preserving and enhancing Wisconsin's natural and cultural resources; and develop guidance and standards for statewide programs, facilities, and long-range plans.

III. QUALIFICATIONS

The qualifications required for these positions will be determined at the time of recruitment. Such determinations will be made based on an analysis of the goals and worker activities performed, and by an identification of the education, training, work, or other life experience which would provide reasonable assurance that the knowledge and skills required upon appointment have been acquired.

IV. ADMINISTRATIVE INFORMATION

This classification series was created effective October 12, 1997 and announced in Bulletin CC/SC-74 to describe positions which perform natural resource education work at the Department of Natural Resources. The creation of this classification series resulted from the Governor's Human Resource

Reform Commission recommendation to simplify the classification system. This action resulted in the abolishment of the Natural Resources Educator classification series (class codes 55061 through 55064) and the Natural Resources Educator Senior Management classification (class code 55065).

This specification was modified effective March 12, 2000, and announced in Bulletin CLR/SC-109, in order to reflect the elimination of the management designation within this series. Those positions meeting the management designation are now included in the Natural Resources Staff Specialist series, which was created as a result of the expansion of broadbanding in March, 2000.

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