

**STATE OF WISCONSIN
CLASSIFICATION SPECIFICATION**

NATURAL RESOURCES REGION TEAM SUPERVISOR

I. INTRODUCTION

A. Purpose of This Classification Specification

This classification specification is the basic authority under ER 2.04, Wis. Adm. Code, for making classification decisions relative to present and future professional team supervisory positions located in the Department of Natural Resources (DNR). Positions allocated to this classification function as region team supervisors within the air and waste, fisheries, forestry, water or wildlife programs within the region. This classification specification is not intended to identify every duty that may be assigned to positions, but is intended 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 class concepts and definition 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 classification encompasses professional region team supervisory positions found within the DNR’s air and waste, land, forestry or water programs. These positions are located within a Department of Natural Resources’ region and manage and supervise professional and technical staff responsible for portions of the air, remediation and redevelopment, fisheries, forestry, water or wildlife management activities within an assigned area or responsible for a portion of a major DNR program being implemented regionwide. Positions allocated to this classification must meet the definition of supervisor as defined in Wis. Stats. 111.81 (19).

C. Exclusions

Excluded from this classification are the following types of positions:

1. Positions, which do not meet the statutory definition of supervisor as defined in Wis. Stats. 111.81(19) as administered and interpreted by the Wisconsin Employment Relations Commission.
2. Positions which are, for a majority of the time, engaged in supervising professional, technical and engineering staff responsible for the implementation of all watershed

program activities within a basin or the Lake Winnebago Pool and are more appropriately classified as Natural Resources Basin Supervisor.

3. All other positions which are more appropriately identified by other classification specifications.

D. Entrance into This Classification

Employees enter positions within this classification by competitive examination.

II. DEFINITION

NATURAL RESOURCES REGION TEAM SUPERVISOR

Positions allocated to this classification are responsible for (1) the supervision and direction of all aspects of a major DNR program (i.e., remediation and redevelopment, fisheries, forestry) in an assigned geographic area of a region; (2) the supervision and administration of portions of a major DNR program being implemented regionwide (i.e., Chronic Wasting Disease, forestry staff services); (3) the supervision of the Southeast Region's Air Transportation Team; (4) the Treaty Fisheries Assessment Work Unit program in the ceded territory; or (5) the direction of the Wisconsin Resource Trend Analysis Station. The work is performed under general supervision.

Representative Positions:

Remediation and Redevelopment Team Supervisor: Responsible for supervising all aspects of the remediation and redevelopment program in an assigned geographic area of the region. Ensures consistent application of all Department policy; maintains a single consolidated and comprehensive approach to environmental cleanup and redevelopment of properties; interprets state and federal rules and regulations to ensure that human health and welfare are protected and unique regional characteristics are considered; and ensures appropriate cross program integration occurs so that Department services are adequately provided to customers. Additionally, this position develops work plans and objectives, monitors staff performance, and develops budgets and coordinates activities with the Central Office staff.

Southeast Region Air Transportation Team Supervisor: Manages all aspects of the mobile source, transportation planning, and voluntary point and area source reduction efforts of the Air Management Program in the Southeast Region. Responsibilities include program planning, development and implementation. Ensures consistent application of statewide policy and guidance, and requirements and regulations of state and federal laws. Coordinates activities with other regional and central office programs, and assures the application of the Department's Team Management Concepts.

Treaty Fisheries Assessment Work Unit Supervisor: Under the general direction of the Region Fisheries Program Manager, supervises and administers the Treaty Fisheries Assessment Work Unit program in the ceded territory including the day to day management of the operations of the work unit and coordinates the treaty fisheries program with the Bureau of Fisheries Management. Develops, implements and coordinates ceded territory fisheries surveys; implements a public relations and education program to inform the public of resource management activities within the ceded territory; and integrates the treaty fishery program with other department functions.

Resource Trend Analysis (RTA) Station Leader: Under the general direction of the Basin Supervisor, directs and supervises the Wisconsin RTA station. Supervises staff, develops and monitors budget and work planning, and directs field sampling, data analysis and reports/publications required by contract with the U.S. Geological Service. Administers contracts that monitor or assess habitat or support independent research. Establishes and maintains external and internal partnerships.

Fisheries Supervisor: Under the general direction, supervises all aspects of the fisheries management program within the assigned area. The position ensures the application of accepted team management concepts in assuring consistent application of all Department policy for the basin's fisheries management program. This position manages the relationships of the region's key external partners and customers; and is charged with ensuring all department performance and accomplishments are measured against goals agreed upon with the public.

Forestry Team Leader: Under the general direction of an Area Forestry Supervisor, directs and supervises foresters and forestry technicians performing the full range of forestry work in an assigned geographic area. Specific responsibilities include developing and nurturing customer relations; representing the Forestry Division at county forest and other local governmental meetings; reviewing and approving Managed Forest Laws, timber sales, fire reports, cost-sharing and other projects; and serving as the incident commander in emergency events as needed.

III. QUALIFICATIONS

The qualifications required for these positions would 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 was created effective March 12, 2000 and announced in Bulletin CLR/SC-109. This classification replaces the Air Management Supervisor, Waste Supervisor 1, certain allocations from the Wildlife Supervisor, certain allocations from the Forestry Supervisor 2, Fisheries Supervisor and Hydrogeologist Supervisor 1, that were abolished and replaced by this single level classification in order to accommodate implementation of the expansion of the broadband pay structure, also effective on that date.

This classification was modified effective May 5, 2002, and announced in Bulletin MRS-SC-138. This classification was modified based on reorganization in the Department of Natural Resources, which changed the nature of the allocation patterns as described in the specification. This specification was updated effective August 5, 2007, and announced in bulletin OSER-0166-MRS/SC to reflect the reorganization of the water program and the regional environmental analysis positions and to clarify/simplify the specification language.

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