

STATE OF WISCONSIN
CLASSIFICATION SPECIFICATION

NATURAL RESOURCES OPERATIONS 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 positions located at the Department of Natural Resources which function as Natural Resources Operations Team Supervisors. This classification specification is not intended to identify every duty which 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 classification 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 supervisory positions located at the Department of Natural Resources which supervise natural resources equipment operations **OR** supervise fish propagation facilities (rearing stations, or small or moderately complex hatcheries). Positions allocated to this classification must meet the statutory definition of supervisor, as defined in s. 111.81(19), Wis. Stats.

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 111.81(19), Wis. Stats., as administered and interpreted by the Wisconsin Employment Relations Commission.
2. Positions which supervise a large, complex fish propagation facility or function as the regional operations coordinator with regionwide responsibility for all fish propagation and heavy equipment/operations for a majority of the time, and are more appropriately classified as Natural Resources Operations Supervisor.

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

D. Entrance Into This Classification

Entrance into this classification is by competitive examination.

II. DEFINITION

NATURAL RESOURCES OPERATIONS TEAM SUPERVISOR

This is responsible work related to the supervision of natural resources operations. Positions allocated to this classification function as: (1) the supervisor of a specific segment of a regional field operations program, (2) the supervisor of multiple rearing stations, or (3) the assistant supervisor at a complex fish hatchery. Work is performed under general supervision.

Representative Positions:

Region Habitat and Trout Stream Enhancement Supervisor – Reporting to the Region Operations Coordinator, administers, plans, directs, and evaluates the work activities of the Habitat Unit; coordinates development and maintenance projects requiring heavy equipment from region field operations on fisheries, wildlife, property management, and park properties; acts as a consultant on construction and maintenance projects; provides assistance in preparing and administering work unit budgets; orders supplies and equipment; assists with the region's fish propagation and distribution program, lake and stream surveys, and land maintenance projects; and administers training programs in equipment safety and environmental standard usage.

Assistant Hatchery Supervisor – Under the direction of the Wild Rose Hatchery Supervisor, assists in administering, planning, supervising, and evaluating the work activities for the propagation unit at Wild Rose; directs development and/or maintenance projects for hatchery facilities; prepares and/or assists in the preparation of budgets; orders supplies and equipment; and assists with the region's fish distribution program.

Cold Water Work Unit Supervisor – Under the direction of the Operations Supervisors, supervises and coordinates the Cold Water Work Unit (Lakewood, Langlade, Thunder River) within the Northeast Region; develops plans and programs, develops and controls the work unit's budget; and oversees the maintenance, repair and replacement program for buildings, grounds and vehicles.

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 was created effective May 20, 2001, and announced in Bulletin CLR/SC-130, in order to describe positions which supervise natural resources operations. This classification replaces the Natural Resources Operations Supervisor 1 and Fish Propagation Supervisor 1 and 2 classifications. This classification was created in order to simplify the classification system and to expand the broadband pay system to non-represented classifications. This classification was modified in December 9, 2007 to eliminate the Assistant Region Operations Coordinator allocation.

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