SANTA CLARA VALLEY WATER DISTRICT
Draft Classification Structure
August 2008

Job Family*	Level of Series	Name of New Class Title	Minimum Qualifications**	Distinguishing Characteristics
Natural Resources Series	*This series embodies a dual career approach where an incumbent can progress through the series addressing leadership roles such as leadworker at the senior level and supervisor at the principal level or through serving as a dedicated technical resource at the senior level or subject matter expert at the principal level.*			
Biologist I Biologist II Water Quality Specialist I Water Quality Specialist II Environmental Planner I Environmental Planner II Water Conservation Specialist I Water Conservation Specialist II	1 of 3	Natural Resources Specialist	Bachelor's Degree in environmental science, natural sciences, ecology or related field and, based upon assignment, two (2) to three (3) years experience in a directly related field. **Licensing Requirements:** -CA Driver's License, Class C	This is the entry/experienced through the journey level of the Natural Resources series. Incumbents perform duties such as evaluating the impact of District projects and programs on natural resources; developing and implementing mitigation and monitoring plans and programs; and preparing and negotiating agreements and permits required by outside agencies. Based upon assignment, duties may include performing biological preconstruction surveys, wildlife and fish relocation and monitoring of sensitive species during construction, ensuring compliance with applicable federal, state and other biologic regulations, and assessing impact of various District initiatives on biological resources; collecting data and analyzing environmental conditions which may result from District initiatives to minimize

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				negative environmental and community impacts and obtain necessary environmental clearances and approvals for capital construction and operating projects; collecting and analyzing water quality data including validation, summary statistics development, hypothesis testing and variance analysis, water quality problem solving, and maintenance of water quality data and reporting; and assisting in the development, administration, and evaluation of the District's water conservation programs, including new program development, collection and distribution of program information, preparation of reports and program evaluations, and coordination of related activities. The Natural Resources Specialist is distinguished from the Natural Resources Specialist, Senior in that the latter acts as leadworker or as a designated scientific/technical resource within an organizational function as assigned.

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Biologist III Senior Water Quality Specialist Senior Environmental Planner Senior Water Conservation Specialist	2 of 3	Natural Resources Specialist, Senior	Bachelor's Degree in environmental science, natural sciences, ecology or related field and five (5) years of experience in a directly related field. **Licensing Requirements:** -CA Driver's License, Class C	This is the advanced journey level class in the Natural Resources series and, as such, contains dual but equivalent senior level roles as a lead worker for professional staff and/or as an identified and dedicated technical resource within a professional discipline critical to the District's mission. Some incumbents may act as lead worker, making work assignments and determining completion of work.. Some incumbents serve as the dedicated technical resource within an organizational unit providing natural resources technical knowledge to other staff regarding a District-defined, unit-specific function including quality assurance responsibility for the unit. The Natural Resources Specialist, Senior is distinguished from the Natural Resources Specialist, Principal in that the latter serves as either a supervisor or as the designated subject matter expert for the District

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				as assigned.
Possibly some Senior Project Managers	3 of 3	Natural Resources Specialist, Principal	Bachelor's Degree in environmental science, natural sciences, ecology or related field and seven (7) years of experience in a directly related field. **Licensing Requirements:** -CA Driver's License, Class C	This is the advanced technical level class in the Natural Resources series and, as such, contains dual but equivalent principal level roles as a supervisor for professional staff and/or as the primary dedicated subject matter expert (SME) for the District in a recognized specialty area. Some incumbents may supervise staff performing a full range of supervisory duties including directing work, training and coaching, discipline, and performance evaluation. Some incumbents may be working supervisors and as such may be responsible for performing the same duties as those they supervise. Some incumbents may act as the primary dedicated subject matter expert (SME) for the District in a recognized natural resources specialty area exercising authority for a District-identified mission critical function or program exercising quality assurance responsibility for

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				the District within the designated specialty area. The Natural Resources Specialist, Principal is distinguished from other classes by its focus on supervision of natural resources functions and/or serving as the District-wide designated technical/scientific subject matter expert.

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