



AN EQUAL OPPORTUNITY EMPLOYER  
(WOMEN, MINORITIES, AND DISABLED ARE ENCOURAGED TO APPLY)

ANNOUNCES AN **OPEN RECRUITMENT** FOR:

**FIELD TECHNICIAN I**

**Application Deadline: March 25, 2019**

**DEPARTMENT:** Agriculture/Weights and Measures, Eastern Sierra Weed Management Area Program and Owens Valley Mosquito Abatement Program

**LOCATION:** Inyo and Mono Counties

**SALARY:** Range 52 \$2997 \$3142 \$3305 \$3466 \$3641  
(The above monthly salary is paid over 26 pay periods annually.)

**\*\*BENEFITS:** CalPERS Retirement System: Existing ("Classic") CalPERS members as of January 1, 2013, (2% at 55) – Inyo County pays employee contribution for current CalPERS members; new CalPERS members hired after January 1, 2013 (2% at 62) will be required to pay employee portion of retirement. Medical Plan – Inyo County pays a portion of employee and dependent monthly premium on PERS medical plans; 100% of employee and dependent monthly premium paid for dental and vision; \$20,000 term life insurance policy on employee. Vacation – 10 days per year during the first three years; 15 days per year after three years; 1 additional day for each year of service after ten years to a maximum of 25 days per year. Sick leave – 15 days per year. Flex (personal days) – 5 days per fiscal year. Paid holidays – 11 per year.

**DEFINITION:** To oversee and participate in specialized field operations in location, identification, and eradication of designated pests and/or weeds; to apply chemical, biological, and other pest/weed control products; to maintain a variety of logs, documentation, and records of activities; and to function as a positive and cooperative team member.

**ESSENTIAL JOB DUTIES**

**Eastern Sierra Weed Management Area Program** - Entails daily fieldwork in Inyo and Mono Counties. Essential duties include operation of power herbicide spray equipment, hand herbicide sprayers, power tools, hand tools; driving four-wheel-drive vehicles including ATVs and walking into remote areas to detect and spray noxious weeds; recording invasive plant sites using GIS technology.

**Owens Valley Mosquito Abatement Program** - Under general supervision, inspects areas for mosquito breeding sources; determines stages of growth, types of mosquitoes, and factors important in applying control measures; supervises and assists small crews in the application of control products; assures that application of control materials is performed under optimum conditions to prevent damage to life, property and the environment; conducts source control and reduction work.

**Agriculture/Weights & Measures** – Entails daily fieldwork in Inyo and Mono Counties assisting inspectors and biologists. Essential duties may include assisting in pesticide use inspections and illness investigations; assisting in weights and measures inspections and investigations; assisting in cannabis cultivation inspections and investigations. These duties may require working around pesticides and cannabis cultivation sites; carrying test weights up to 50 lbs. and liquid provers containing up to 5 gallons of fuel; operating a 4-wheel drive vehicle.

Operates motor vehicles and other control equipment; keeps accurate logs and records; performs routine maintenance on vehicles and equipment; maintains facilities in clean and orderly condition.

### **EMPLOYMENT STANDARDS:**

**Education/Experience:** A high school graduate or equivalent with 30 units of college credit; OR a minimum of two years of experience working in a similar position.

**Knowledge of:** Principles of power and hand tool safety and use; principles of ecology and the environment; prefer knowledge of principles of science, botany, and/or general biology; safe handling of pesticides; working knowledge of automotive and power equipment, both operating and maintenance; principles of data collecting and basic mathematics; geography of the Owens Valley; general knowledge of safety precautions; basic first aid.

**Ability to:** Organize and carry out daily activities with minimal supervision; operate and maintain power and hand tools; maintain good cooperative relationships with fellow employees and the public; work well independently and with others; operate a camera and Global Positioning System (GPS) equipment; read and write capably and input data into a computer; read maps and aerial photographs; keep accurate logs and records; identify plants; work outdoors all day, often in adverse conditions, including extreme temperatures, sun, wind, water, and insects; walk up to five miles a day over difficult and remote terrain while carrying up to 50 pounds; learn to operate specialized equipment and to exercise independent judgment.

**Special requirements:** Must possess a valid operator's license issued by the California Department of Motor Vehicles; must successfully complete pre-employment background check and physical examination. Must possess appropriate license or licenses issued by the State of California within one year of employment and maintain this certificate during term of employment.

### **Core Competencies:**

The core competencies listed below and the ability to immediately demonstrate these competencies consistent with the position's level in the department and the specific work assignment:

**Intensity:** Goes after the goal with passion; is results oriented, and gets the job done. *Key Concepts:* Risk-taker; results-oriented; and initiative driver.

**Ethical Behavior:** Does what is right regardless of temptations and pressures to do otherwise; upholds the public's trust; and conducts self-according to a set of principles. *Key Concepts:* Respect; trust; responsible; fair; and caring.

**Influence:** Affects successful outcomes for the organization through the use of masterful leadership, collaboration, and a keen understanding of the organization, its goals, and the interests of all parties. *Key Concepts:* Engaged; collaborative; strategic orientation; situational awareness; organizationally savvy; inspirational; energizing-empowering; team orientation; and change agent.

**Commitment:** Successfully builds relationships with and promotes involvement of diverse groups; considers the needs of diverse clients when developing policies and procedures related to service; works closely with diverse groups to identify and deliver services that meet their needs and the strategic objectives of the program; establishes customer service as the single purpose to which all resources are dedicated; focuses on delivering the best services possible to the public; focuses on customer needs; and is committed to public service. *Key Concepts:* Public servant; and customer service.

**Interpersonal Skills:** Possesses and uses versatile communication styles and approaches; understands the underlying psychology of why people act as they do and changes approach to affect positive outcomes; builds rapport throughout the organization; and develops human potential. *Key Concepts:* Staff development; communication; listening; delegation; recognition; and buy-in.

**Resiliency:** Is adaptable; takes direct action; leads by example; exhibits tenacity. This leader is ready, flexible, self-reliant, and has a reputation for finding opportunities in difficult situations. *Key Concepts:* Action-orientation; adaptability; flexibility; agility; tenacity; survivability; courage; confidence; and intuition.

**Craftsmanship:** Rejects the "good enough for government work" attitude; takes ownership of work done and results accomplished; takes pride in delivering quality services to customers; seeks out opportunities to develop new and creative solutions and programs; imagines possibilities; defines a vision, and works to bring vision into reality. *Key Concepts:* Innovative; imaginative; inventive; pride-in-work; accountability; self-development; and self-starter.

**SELECTION:** Selection procedures will be determined by the number and qualifications of applicants and may include a qualification screening, written examination, and oral examination.

**APPLICATION:** Applications must be received at the Inyo County Personnel Department, P.O. Box 249, Independence, CA 93526, **no later than 5:00 p.m., March 25, 2019 (postmarks not accepted)**. Must apply on Inyo County application form. A cover letter and/or resume will be accepted in addition to the application form but will not serve as a substitute for a completed application. **It is not acceptable to complete the application with statements like "See/Refer to Resume" or "See Attached"**. Incomplete applications will not be processed.

**THIS RECRUITMENT WILL ESTABLISH AN ELIGIBILITY LIST THAT MAY BE USED TO FILL FUTURE VACANCIES THAT MAY OCCUR IN THIS JOB CLASSIFICATION AND SALARY RANGE.**

The County of Inyo has work sites located throughout the Owens Valley (Independence, Bishop, Lone Pine, Big Pine, and Olancho) and the Death Valley area (Death Valley, Tecopa, and Shoshone). Positions are assigned to a work site based upon the needs of the County. Positions may be temporarily or permanently reassigned to another work site as deemed necessary by the Department Head and/or County Administration. **All positions are considered Countywide positions**, and employees are expected to report to all Inyo County work locations as needed to complete assigned work.

**REASONABLE ACCOMMODATION FOR INDIVIDUALS WITH QUALIFYING DISABILITIES:** Inyo County will make reasonable efforts in the examination process on a case-by-case basis to accommodate persons with disabilities. If you have special needs, please contact (760) 878-0377 prior to the examination process.

**CITIZENSHIP/IMMIGRATION STATUS:** Inyo County employs only U.S. citizens and lawfully authorized non-citizens in accordance with the Immigration Reform and Control Act of 1986.