



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

**ANNOUNCES AN OPEN RECRUITMENT FOR:**

**ASSOCIATE SCIENTIST. SCIENTIST. OR SENIOR SCIENTIST (WATER)**

**Application Deadline: OPEN UNTIL FILLED**

<b>DEPARTMENT:</b>	Water
<b>LOCATION:</b>	Countywide
<b>SALARY:</b>	Associate- Range 76- \$5264 \$5525 \$5808 \$6097 \$6400**
	Scientist- Range 80- \$5784 \$6077 \$6384 \$6700 \$7035**
	Senior- Range 82- \$6076 \$6373 \$6695 \$7030 \$ 7378**

**••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 (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- II per year.

**ESSENTIAL JOB DUTIES:** Direct research and monitoring activities related to scientific specialty; develop and lead interdisciplinary research projects to improve monitoring and management of projects to protect or enhance the environment; coordinate with senior scientific and management staff to determine and implement Owens Valley management goals and strategies; collect and analyze field and laboratory data; prepare written and oral technical reports; supervise and train department field staff; prepare staffing and budgets for activities and studies related to scientific specialty; participate in department program development; obtain funding for projects; manage grants and contracts related to monitoring and research; assist in preparation and management of departmental budgets; and represent the department before the Board of Supervisors, the Water Commission, the Standing Committee, the Technical Group, other governmental governing bodies and organizations, private organizations and the public.

In addition to the duties above, the Senior Scientist assumes greater responsibility for supervision of staff and development and management of departmental budgets, work plans, and grants.

**EMPLOYMENT STANDARDS:**

Water Department Scientists may specialize in plant or wildlife ecology, hydrology, soil science, or related environmental fields.

**Education/Employment:**

**Associate Scientist:** A Bachelor's degree or higher in plant or wildlife ecology, environmental restoration, hydrology, water resources, soil science, or related environmental or earth science field.

**Scientist:** A Master's degree or higher in plant or wildlife ecology, environmental restoration, hydrology, water resources, soil science, or related environmental or earth science field, or a Bachelor's degree with three years' experience in specialty field or equivalent post-graduate study.

**Senior Scientist:** A Ph.D. degree in plant or wildlife ecology, environmental restoration, hydrology, water resources, soil science or related environmental or earth science field or a Master's degree with three years' experience in specialty field or equivalent post-graduate study beyond Master's level.

**Knowledge of water issues and related environmental issues in Inyo County is desirable.**

**Knowledge of:**

***Ecology.*** Scientific research principles, methods, and procedures; concepts of botany, plant or wildlife ecology, environmental restoration or revegetation and related aspects of soils science and hydrology; multivariate statistics; vegetation mapping and sampling techniques; state and federal protocols relating to rare and endangered plants and wetlands; management of invasive species; Owens Valley flora, vegetation, geography, ecology and water issues; current vegetation, ecology and related literature; computer literacy; geographic information systems; principles and practices of supervision and project management..

***Hydrology.*** Scientific research principles, methods and procedures; analytical and numerical methods for evaluating hydrologic flows; geochemical processes and water quality standards; principles of ecohydrology and vegetation-groundwater interaction; local geology, hydrogeology and hydrology; California water laws and regulations and relevant ordinances and agreements; computer literacy; geographic information systems, groundwater modeling programs, data base software, computer programming languages, statistical analysis and graphical presentation of data; principles and practices of supervision and project management.

***Soil Science.*** Scientific research principles, methods and procedures; principles of soil physics and chemistry; methods of soil water measurement; and soil taxonomy; soil/groundwater/vegetation water relations; computer literacy; geographic information systems, data base software; principles and practices of supervision and project management.

**Ability to:** Develop, administer, and lead research projects and/or monitoring programs with other Department staff; prepare research reports and proposals; communicate effectively both orally and in writing; statistically analyze data; use field and laboratory equipment; operate computer equipment and software for data management and word processing; coordinate activities with other department staff; work independently as well as with other people; work outdoors in extreme weather conditions; obtain and administer grants; develop and manage budgets, consultant contracts, and grant contracts. Work outdoors, often in extremely adverse conditions; stand, walk, kneel, crouch, stoop, squat, twist, climb, and lift up to 50 pounds; walk up to five miles per day in the course of work; work cooperatively with and supervise other people; travel throughout Inyo County and possibly outside Inyo County in performance of duties.

**Special Requirements:** Must possess a valid California driver's license; must successfully complete a pre-employment background investigation.

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

**APPLICATION:** This recruitment will remain open until position has been filled. Applications must be received in the Personnel Office, P.O. Box 249, Independence, CA 93526. 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.

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). **All County positions are considered Countywide.** 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.

**REASONABLE ACCOMMODATION FOR INDIVIDUALS WITH QUALIFYING DISABILITIES:** Inyo County will make **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.