

Soil Scientist, GS-0470-12 (Soil Survey Data Quality Specialist)

REASON FOR THIS POSITION							POSITION DESCRIPTION COVER SHEET			
<input type="checkbox"/> 1. NEW	2. IDENTICAL ADDITION TO THE ESTABLISHED PD NUMBER		3. REPLACES PD NUMBER							
RECOMMENDED										
4. TITLE Soil Scientist						5. PAY PLAN GS	6. SERIES 0470	7. GRADE 12		
8. WORKING TITLE (Optional) Soil Survey Data Quality Specialist						9. INCUMBENT (Optional)				
OFFICIAL										
10. TITLE Soil Scientist										
11. PP GS	12. SERIES 0470	13. FUNC 51	14. GRADE 12	15. DATE MONTH DAY YEAR			16. I/A <input type="checkbox"/> Yes <input type="checkbox"/> No	17. CLASSIFIER Deborah M. Kaiden		
18. ORGANIZATIONAL STRUCTURE (Agency/Bureau)										
1st Natural Resources Conservation Service					5th					
2nd KS State Conservationists Off					6th					
3rd MLRA					7th					
4th					8th					
SUPERVISOR'S CERTIFICATION										
I certify that this is an accurate statement of the major duties and responsibilities of the position and its organizational relationship and that the position is necessary to carry out Government functions for which I am responsible. This certification is made with the knowledge that this information is to be used for statutory purposes relating to appointment and payment of public funds and that false or misleading statements may constitute violations of such statute or their implementing regulations.										
19. SUPERVISOR'S SIGNATURE					20. DATE		22. SECOND LEVEL SUPERVISOR'S SIGNATURE			23. DATE
21. SUPERVISOR'S NAME AND TITLE					24. SECOND LEVEL SUPERVISOR'S NAME AND TITLE					
FACTOR EVALUATION SYSTEM										
FACTOR		25. FLD / BMK	26. POINTS	FACTOR		25. FLD / BMK	26. POINTS			
1. Knowledge Required		Level 1-7	1,250	6. Personal Contacts		Level 3/C	180			
2. Supervisory Controls		Level 2-4	450	7. Purpose of Contacts						
3. Guidelines		Level 3-4	450	8. Physical Demands		Level 8-2	20			
4. Complexity		Level 4-5	325	9. Work Environment		Level 9-2	20			
5. Scope and Effect		Level 5-4	225	27. TOTAL POINTS ▶					27. 2,920	
							28. GRADE ▶		28. GS-12	
CLASSIFICATION CERTIFICATION										
I certify that this position has been classified as required by Title 5, US Code, in conformance with standards published by the OPM or, if no published standard applies directly, consistently with the most applicable published standards.										
29. SIGNATURE						30. DATE				
31. NAME AND TITLE Jane Medina, Human Resources Manager										
32. REMARKS This position is determined to be EXEMPT from the provisions of FLSA based on the PROFESSIONAL Exemption criteria. Evaluation statement on file.						33. OPM CERTIFICATION NUMBER				

MASTER RECORD/INDIVIDUAL POSITION DATA

THIS SIDE TO BE COMPLETED BY THE CLASSIFIER

A. KEY DATA					
1. FUNCTION (1) A/C/D/I/R	2. DEPT. CD./AGCY-BUR-CD. (4) AG 16	3. SON (4) 5275	4. MR. NO. (6)	5. GRADE (2) 12	6. IP NO. (8)

B. MASTER RECORD										
1. PAY PLAN (2) GS	2. OCC. SER. (4) 0470	3. OCC. FUNC. CD. (2) 51	4. OFF. TITLE CD. (5) 0001	5. OFF. TITLE (38) Soil Scrtst						
6. HQ. FLD. CD. (1) 1 = HQ 2 = FLD	7. SUP. CD. (1) 8	1 = Sup. SGEG 3 = Mgr. SGEG 4 = Sup. CSRA		5 = Mgmt. CSRA 6 = Leader LGEG 8 = All Others		8. CLASS. STD. CD. (1) X	9. INTERDIS. CD. (1) Blank = NA		10. DT. CLASS (6) MO DAY YEAR 06/26/07	
11. EARLY RET. CD. (1) 1 = Primary 2 = Secondary		12. INACT / ACT (1) 1 = Inactive A = Active		13. DT. ABOL. (6) MO DAY YEAR		14. DT. INACT / REACT (6) MO DAY YEAR		15. AGCY. USE (10)		
16. INTERDIS. SER. (40)										
17. INTERDIS. TITLE CD. (60)										

C. INDIVIDUAL POSITION												
1. FLSA CD. (1) E	2. FIN. DIS. REQ. (1) 0Y		3. POS. SCHED. (1) A = Sched A B = Sched B C = Sched C		4. POS. SENS. (1) 1N		5. COMP. LEV. (4) 0470					
6. WK. TITLE CD. (4) 4711		7. WK. TITLE (38) Soil Survey Data Qual Spectst										
8. ORG. STR. CD. (18)				9. VAC. REV. CD. (1) 0 = Position Action A = No Change							B = Lower Grade C = Higher Grade D = Different title and / or series E = New Position / New FTE	
10. TARGET GD. (2)	11. LANG. REQ. (2)	12. PROJ. DTY. IND. (1) Blank = N/A Y = Yes	13. DUTY STATION (9) State (2) City (4) County (3) 20		14. BUS. CD. (4) 7777	15. DT. LST. AUDIT (6) MO DAY YEAR		16. PAS. IND. (1) Blank = N/A 1 = PAS		17. DATE EST. (6) MO DAY YEAR		
18. GD. BASIS. IND. (1) 1 = Rev. when vacant 2 = Impact of Person 3 = Sup. / SGEG					4 = Sup. / Program 5 = RGEG 6 = Policy Analysis G E G			7 = Equipment Devel. Guide 8 = Agency Use 9 = Agency Use ALPHAS = Agency Use		19. DT. REQ. REC. (6) MO DAY YEAR	20. NTE. DT. (6) MO DAY YEAR	21. POS. ST. BUD (1) Y N = Other
22. MAINT. REV. / CLASS. ACT. CD. (2) (1st Digit = Activity and 2nd Digit = Results)												
Normal Act 1 = Desk Audit 2 = Sup. Audit 3 = Paper Rev. 4 = PME / Activity Rev.			Maintenance Review Act 5 = Desk Audit 6 = Sup. Audit 7 = Paper Rev. 8 = Panel Rev.			Results 1 = No Action Req. 2 = Minor PD Change 3 = New PD Req. 4 = Title Change					5 = Series Change 6 = Pos. Upgrade 7 = Pos. Downgrade 8 = New Pos. 9 = Other	
23. DT. EMP. ASGN. (6) MO DAY YEAR		24. DT. ABOL. (6) MO DAY YEAR		25. INACT / ACT (1) 1 = Inact. 2 = Act.		26. DT. INACT / REACT (6) MO DAY YEAR		27. ACCTG. STAT. (4) 0020		28. INT. ASGN. SER. (4)		29. AGCY. USE (8)
30. CLASSIFIER'S SIGNATURE						31. DATE						
32. REMARKS												

INTRODUCTION

This position is located on the staff of the Central Great Plains Major Land Resource Area (MLRA) Soil Survey Regional Office (MO5), headquartered in Salina, Kansas. The incumbent serves as a geographical area technical specialist for all phases of soil surveys, including classification, correlation, identification, mapping, mapunit design, production, interpretations, MLRA coordination, publication, Soil Survey Geographic Database (SSURGO) development, map compilation, map finishing, digitizing, and database quality.

DUTIES

Serves as the National Soil Survey Division's technical specialist for assigned geographical areas within MO5, which includes portions of the Central Region of the Natural Resources Conservation Service (NRCS). Assures technical quality of soil survey data including soil properties, soil identification, soil classification, soil correlation, soil mapping, soil interpretations, soil investigations, map finishing, map compilation, soil survey data bases, manuscripts, and digital soil data for publications and SSURGO. Works with the MLRA Office (MO) leaders and state soil scientists to coordinate the development and presentation of soil interpretations with the National Soil Survey Center (NSSC) and National Cooperative Soil Survey (NCSS) cooperators. NCSS cooperators include the Forest Service (FS), the United States Geological Survey (USGS), the Bureau of Indian Affairs (BIA), Bureau of Land Management (BLM), National Parks Service (NPS), and state agencies and universities.

Provides training, technical assistance, and guidance to state soils staff, soil survey project offices, and NCSS cooperators in all phases of soil survey for MO5. Assists the MO leader and appropriate state soil scientists in developing memorandums of understanding (MOUs) for individual MLRAs. Participates in the development and implementation of annual and long-range business plans and strategic plans. Participates in the collection and evaluation of existing data, planning of special studies, development of legends, maintaining the soil survey data base, quality assurance and preparation of data for publication, conducting field reviews, preparing soil correlations, and other items dealing with identification, use, management, and conservation of soil resources.

Maintains uniformity, ensures work meets all NCSS standards, makes recommendations for the development or improvement of procedures, and provides technical leadership in the introduction of new findings on the nature of soils or their behavior for soil surveys in assigned geographical area.

Proposes and reviews revisions to national standards, policies, and procedures such as the National Soil Survey Handbook, Soil Taxonomy, Soil Survey Manual, Agricultural Handbook 296, and other operating standards related to soil survey activities.

Maintains, proposes, and evaluates recommended changes, and ensures quality of national databases (National Soil Information System [NASIS], Official Series Description [OSD], Soil Classification, State Soil Geographic Database [STATSGO], and SSURGO) for the assigned geographical area.

Provides technical training and guidance to field soil scientists and others on soil survey field procedures, interpretation of lab data, population and quality assurance of data bases, soil correlation procedures, soil classification, map compilation and soil interpretations as agreed to by the MO leader and the appropriate state soil scientist. Participates as an instructor in formal technical training courses and/or workshops. Provides on-the-job training to field soil scientists. As directed by the MO leader, develops and implements instructional training packages for use within MO5. Develops technical notes to ensure uniformity of soil survey activities throughout MO5. Coordinates with other MO regions as appropriate.

Maintains strong ties with research soil scientists within NRCS and the scientific community in order to provide guidance to NCSS soil survey programs on the application of new soils inventory and monitoring procedures through the development of technology transfer vehicles such as pilot projects, technical notes, publications, etc.

Participates in technology transfer activities pertaining to soils with appropriate state office (SO) technical specialists to provide direct technical support, assistance, and training to NRCS employees, and others at the state and field delivery level in MO5 as directed by the MO leader.

Conducts quality assurance of soil survey maps, manuscripts for publication, soil survey database, map finishing, map compilation, and digitizing for development of SSURGO.

Actively participates in meetings of service personnel, educational institutions, federal and state agencies, cooperators, and other groups developing and using soil survey information throughout MO5.

Performs other duties as assigned.

Works within a team concept to develop and implement ways to improve the efficiency, effectiveness, and quality of the products and/or services provided to internal and external customers.

Performs duties in a manner supportive of a safe and healthy work environment, and exercises safety precautions when exposed to dangerous objects, chemicals, extreme temperatures, etc.

Performs duties in a manner which actively supports civil rights policies regarding personnel rules and regulations and delivery of NRCS programs and services without regard to race, color, national origin, religion, sex, age, marital status, or mental or physical handicap.

CONDITION OF EMPLOYMENT

Operates a motor vehicle incident to the above duties. Must possess and maintain a valid state motor vehicle operator's license for the type of vehicle(s) operated.

EVALUATION FACTORS

1. Knowledge Required by the Position, Level 1-7, 1250 points

Professional knowledge of all technical aspects of the soil survey program, including mapping, manuscripts, correlation, classification, investigations, interpretations, and databases in order to provide technical guidance to state soils staffs, field soil scientists, and others in mapunit design, map compilation, application of soil taxonomy in classification of soils, and in interpreting the soils for many uses.

Knowledge of soil-landscape relationships, soil properties, soil genesis and morphology, geomorphology, soil classification, soil interpretation, and soil-plant and ecosystem relationships in order to provide technical leadership and training to field soil scientists and others on various soil survey field procedures.

Knowledge of agronomy, geology, biology, forestry, and engineering, sufficient to integrate soils information into these disciplines' activities so that soil, water, air, plants, and animals (SWAPA) conservation needs are adequately addressed from a coordinated multi-disciplinary approach.

Knowledge and skill in oral and written communication sufficient to communicate procedures through directives, scientific journals, technical notes, and papers, and to develop training materials and train soil scientists and other NRCS technical personnel.

2. Supervisory Controls, Level 2-4, 450 points

The incumbent is under the supervision of the MO leader who assigns tasks as contained in MO5 annual and long-range business plans. Deadlines for completing work are developed in consultation with the supervisor and the appropriate state soil scientist.

The incumbent independently interprets agency soils policy and procedures in carrying out responsibilities and coordinates activities with other soil scientists or specialists, technical support staff specialists such as biologists, foresters, agronomists, and engineers.

The technical aspects of the incumbent's work are reviewed only to ensure consistency with priorities, adequate achievement of objectives, and conformance with policy.

3. Guidelines, Level 3-4, 450 points

Guidelines consist of National Soils Survey Handbook; Soil Survey Manual, Soil Taxonomy; General Manual; MOUs with other agencies; national bulletins and memorandums; and other related scientific data sources in agronomy, biology, engineering, and forestry.

Many of the guidelines lack specific guidance or are under revision, requiring the incumbent to apply judgment and experience in interpretation or develop new methods, criteria, procedures, and/or techniques in the use of soils information by federal, state, and local agencies, as well as the general public.

4. Complexity, Level 4-5, 325 points

The area served by MO5 includes portions of the states of Colorado, Kansas, Missouri, Nebraska, Oklahoma, and Wyoming. Within the states, or portions of states served by MO5, individual soil surveys are under the supervision of staff in that state, usually the state soil scientist. Most technical guidance to the soil survey staffs, however, comes from members of the MO5 staff. Routine technical determinations are made independently by the incumbent. Non-routine technical determinations are made in consultation with the MO leader and appropriate state soil scientists in the states being served.

MO5 includes northern half of the Central Great Plains Winter Wheat and Range Land Resource Region, a portion of the Western Great Plains Range and Irrigated Major Land Resources Region, and a portion of the Central Feed Grains and Livestock Region. The Central Great Plains Winter Wheat and Range Region are characterized by favorable soils, topography, and climate for agricultural. Within this region, dryland wheat and grain sorghum is the major crops grown. Corn and alfalfa are grown extensively along the Platte River under irrigation. Steeply sloping, shallow, and sandy soils are used for range. The Western Great Plains Range and Irrigated Region is characterized by rolling upland, soils that are underlain by clay shale, siltstone, soft sandstone, locally thick alluvium, and precipitation that fluctuates wildly from year to year. The major part of this region is range. Dryland small grain crops are grown, mainly along the eastern margin. Feedgrain for livestock is the principal crops grown on irrigated land. Potatoes, sugar beets, corn and vegetables are important locally. The Central Feed Grains and Livestock Region is characterized by favorable soils, topography, and climate for agricultural. Within this region, winter wheat is the major crop grown. Pasture and native grasses are more extensive on the strongly sloping and steep soil.

Within the area served by MO5, there are approximately 13 MLRAs. MLRAs are geographically associated land resources units, usually encompassing several thousand acres, characterized by a particular pattern of soils, geology, climate, water resources, and land use. The incumbent of this position is assigned lead responsibility for MO5 activities in several of the MLRAs. The incumbent is further responsible for coordinating his/her work with that of other team members assigned lead responsibility for the other MLRAs within MO5, as well as the state soil scientists in the states served.

The incumbent will be involved in interpreting these soils for use by the NRCS in resource conservation planning, by county governments in assessment of rural land, and by city, county, regional, and state planning bodies for comprehensive planning.

The incumbent works cooperatively with other federal agencies (FS, BIA, BLM, and NPS) and state and local government in interpreting soils for use with resource assessment and management.

The incumbent's assignments, as part of an interdisciplinary team, will include identification of multiple needs for soil information within the agricultural and urban sectors. The incumbent develops and guides the use of soil information to serve these two diverse use areas with a minimum of conflict. The incumbent independently interprets and evaluates new mapping techniques, proposed interpretations criteria, new manuscripts formats, and provided training in those that are adopted to both NRCS and non-NRCS personnel.

5. Scope and Effect, Level 5-4, 225 points

The purpose of the work is to develop soil survey data into publications, manuscripts, guides, and tables that will effectively accelerate the utilization of soils information by users and potential users in NRCS field offices (FOs), state conservation and resource agencies, cooperating federal agencies, and local planning groups. The incumbent is involved in isolating the diverse needs of these groups and resolving conflicts arising from uncoordinated use of soil information.

The presentation of soils information affects the work of other soil scientists, soil conservationists, biologists, foresters, engineers, and planners in NRCS, as well as in other federal, state, and local agencies. Soils information must be sound and accurately interpreted. Errors or inadequacies could seriously impair the effectiveness of NRCS programs in the states served and other agency programs dependent on soil survey. These NRCS programs affect the well-being of citizens within the designated geographic area.

6. Personal Contacts

7. Purpose of Contacts, Level 3C, 180 points

Personal contacts primarily are with NRCS employees and with outside groups and individuals involved with assuring the quality of soils data. Typical contacts are with other soil scientists, engineers, resource conservationists, agronomists, biologists, foresters, and technicians. Personal contacts are also made with representatives of consulting firms, civic groups, experiment stations and universities, students, and the news media.

The purpose of the contacts is to coordinate soils information and to advise and train users in the proper integration of soils information into multi-purpose conservation planning and other uses planning process and to advise on the development of new

policies and techniques. Generally, contacts are pursuing mutual goals and are cooperative; however, the incumbent must often influence and motivate representatives of federal, state and local government to accept NRCS standards, policies and procedures. The incumbent uses tact and diplomacy to obtain a consensus of action among persons who may be skeptical or have dissimilar opinions.

8. Physical Demands, Level 8-2, 20 points

The work is performed in an office and field setting. Working in a field setting involves walking, climbing, using manual and mechanical tools, and bending.

9. Work Environment, Level 9-2, 20 points

The work performed in an office environment involves the risks and discomforts normally associated with such places. Work performed outdoors during field inspections, training, and investigations are subject to weather conditions found nationwide during the field season.

This position is determined to be exempt from the provisions of FLSA.