

Soil Conservationist, GS-0457-09 (Developmental to GS-11)
STATEMENT OF DIFFERENCES
(Not valid unless target job description is attached)

REASON FOR THIS POSITION					POSITION DESCRIPTION COVER SHEET						
1. NEW <input type="checkbox"/>		2. IDENTICAL ADDITION TO THE ESTABLISHED PD NUMBER <input type="checkbox"/>			3. REPLACES PD NUMBER <input type="checkbox"/>						
RECOMMENDED											
4. TITLE Soil Conservationist							5. PAY PLAN GS	6. SERIES 0457	7. GRADE 09		
8. WORKING TITLE (Optional) District Conservationist						9. INCUMBENT (Optional)					
OFFICIAL											
10. TITLE Soil Conservationist											
11. PP GS	12. SERIES 0457	13. FUNC 51	14. GRADE 09	15. DATE MONTH DAY YEAR			16. I/A <input type="checkbox"/> Yes <input type="checkbox"/> No	17. CLASSIFIER Kayla D. Ascher			
18. ORGANIZATIONAL STRUCTURE (Agency/Bureau)											
1st Natural Resources Conservation Service					5th						
2nd KS State Conservationists Off					6th						
3rd					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 1-6		950		6. Personal Contacts		Level 3/C		180	
2. Supervisory Controls		Level 2-3		275		7. Purpose of Contacts					
3. Guidelines		Level 3-3		275		8. Physical Demands		Level 8-2		20	
4. Complexity		Level 4-3		150		9. Work Environment		Level 9-2		20	
5. Scope and Effect		Level 5-3		150		27. TOTAL POINTS ▶				27. 2,020	
28. GRADE ▶										28. GS-09	
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 EXECUTIVE and PROFESSIONAL Exemption criteria.							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/W/R	2. DEPT. CD./AGCY-BUR-CD. (4) AG 16	3. SON (4) 5275	4. MR. NO. (6) 061796	5. GRADE (2) 09	6. IP NO. (8)

B. MASTER RECORD											
1. PAY PLAN (2) GS	2. OCC. SER. (4) 0457	3. OCC. FUNC. CD. (2) 51	4. OFF. TITLE CD. (5) 0001	5. OFF. TITLE (38) Soil Conservt							
6. HQ. FLD. CD. (1) 1 = HQ 2 = FLD	7. SUP. CD. (1) 4	3. OCC. FUNC. CD. (2) 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) N = No Y = Interdis			10. DT. CLASS (6) MO DAY YEAR 11/01/05			
11. EARLY RET. CD. (1) 1 = Primary 2 = Secondary 3 = Foreign Svc. Blank = NA		12. INACT / ACT (1) I = 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) (4) (4) (4) (4) (4) (4) (4) (4) (4) (4) (4) (4)											
17. INTERDIS. TITLE CD. (50) (5) (5) (5) (5) (5) (5) (5) (5) (5) (5) (5) (5)											

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) 457L					
6. WK. TITLE CD. (4) 1950		7. WK. TITLE (38) District Conservationist											
8. ORG. STR. CD. (18) 1st 2nd 3rd 4th 5th 6th 7th 8th								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) 8888	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 Y = Perm 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 is a developmental position designed to prepare the incumbent to assume the full scope of the target position, Soil Conservationist, GS-0457-11 (attached). The position serves as the district conservationist (DC) responsible for carrying out the Conservation Technical Assistance Program (CTA) and the farm bill programs. Assists the conservation district in carrying out their natural resources conservation program. The position is responsible for other Natural Resources Conservation Service (NRCS) programs in the designated area of responsibility.

Incumbent will perform developmental assignments under supervision closer than normal until proficiency is demonstrated. Incumbent may be non-competitively promoted to the target position upon: 1) demonstrating the capacity to perform the full range of duties at the target level satisfactorily; 2) meeting all legal and regulatory requirements; 3) certification by management that the target position still exists; and 4) recommendation by the supervisor.

CONDITION OF EMPLOYMENT

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

EVALUATION FACTORS

The following factors of the target job description are modified:

1. Knowledge Required by the Position, Level 1-6, 950 points

Professional knowledge of the concepts, principles, methods, and techniques of natural resources conservation and ability to develop resource conservation plans employing conventional and established criteria and techniques.

2. Supervisory Controls, Level 2-3, 275 points

Incumbent receives regular supervision from the assistant state conservationist for field operations (ASTC-FO). The ASTC-FO approves a plan of local operation and provides resources to achieve operational objectives. The supervisor makes assignments by describing and classifying the objectives to be achieved, priority levels and deadlines.

Incumbent plans and directs the field office (FO) effort in developing and carrying out a variety of land treatment measures and water management practices. The employee independently plans and carries out assignments in conformance with accepted policies and practices and interprets agency criteria in light of established objectives. Technical guidance is received from specialists on the area and state staffs.

The supervisor provides assistance on controversial or unusual situations that do not have clear precedents. Completed assignments are reviewed for technical soundness, consistency with agency requirements, and conformity with conservation goals.

4. Complexity, Level 4-3, 150 points

Assignments include developing a variety of conservation plans involving rural and urban land uses, which require interpretation of soil, water, and environmental data to develop sound land use. Different conservation measures are applied to varied types of land units to obtain desired objectives.

Conservation plans may involve land used for agricultural, recreational, commercial, residential or community purposes.

Assignments are performed by applying sound natural resources conservation methods and techniques adapted to local conditions.

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