

Soil Scientist, GS-0470-13 (Senior Regional Soil Scientist - Salina, Kansas)

| 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 | 5. PAY PLAN | 6. SERIES | 7. GRADE |
| Soil Scientist | | | | | | | | | | GS | 0470 | 13 | |
| 8. WORKING TITLE (Optional) Senior Regional Soil Scientist | | | | | | | | | | 9. INCUMBENT (Optional) | | | |
| OFFICIAL | | | | | | | | | | | | | |
| 10. TITLE Soil Scientist | | | | | | | | | | | | | |
| 11. PP | 12. SERIES | 13. FUNC | 14. GRADE | 15. DATE | | | 16. I/A | 17. CLASSIFIER | | | | | |
| GS | 0470 | 51 | 13 | MONTH | DAY | YEAR | <input type="checkbox"/> Yes <input type="checkbox"/> No | Deborah M. Kaiden | | | | | |
| 18. ORGANIZATIONAL STRUCTURE (Agency/Bureau) | | | | | | | | | | | | | |
| 1st | Natural Resources Conservation Service | | | | | | 5th | | | | | | |
| 2nd | KS State Conservationists Off | | | | | | 6th | | | | | | |
| 3rd | MLRA | | | | | | 7th | | | | | | |
| 4th | Salina 760 S Broadway | | | | | | 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 1-8 | | 1,550 | | 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 8-1 | | 5 | | | |
| 4. Complexity | | Level 4-5 | | 325 | | 9. Work Environment | | Level 9-1 | | 5 | | | |
| 5. Scope and Effect | | Level 5-4 | | 225 | | 27. TOTAL POINTS ► | | | | 27. 3,190 | | | |
| | | | | | | | | | | 28. GRADE ► | 28. GS-13 | | |
| 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 | | | | | | | | | | | | | |
| 32. REMARKS This position is determined to be EXEMPT from the provisions of FLSA based on the 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/M/R | 2. DEPT. CD./AGCY-BUR-CD. (4) AG 16 | 3. SON (4) 5275 | 4. MR. NO. (6) 128457 | 5. GRADE (2) 13 | 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 Scntst | | | | | | | |
| 6. HQ. FLD. CD. (1) 1 = HQ 2 = FLD | 8 | 7. SUP. CD. (1) 1 = Sup. SGEG 3 = Mgr. SGEG 4 = Sup. CSRA | 5 = Mgmt. CSRA 6 = Leader LGEG 8 = All Others | 8. CLASS. STD. CD. (1) X = New Std. Applied Blank = NA | 9. INTERDIS. CD. (1) N = No Y = Interdis | 10. DT. CLASS (6) MO DAY YEAR 01/10/08 | | | | | |
| 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 = Exempt N = Nonexempt | 2. FIN. DIS. REQ. (1) OY | 0 = None 1 = CD 219 2 = CD 220 | 3 = SF 278 4 = AD 392 5 = SF 849 | 3. POS. SCHED. (1) A = Sched A B = Sched B C = Sched C | | 0 = Excepted but not A, B, C | 4. POS. SENS. (1) 1N | 0 = Nonsensitive 1 = Noncritical 2 = Critical Sensitive | 5. COMP. LEV. (4) 0470 | | | |
| 6. WK. TITLE CD. (4) | | 7. WK. TITLE (38) | | | | | | | | | | |
| 8. ORG. STR. CD. (18) 1st 2nd 3rd 4th 5th 6th 7th 8th | | | | | | | | 9. VAC. REV. CD. (1) 0 = Position Action No Vacancy 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 = RGE G 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 = 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 position is located in the Central Great Plains Regional Major Land Resource Area (MLRA) Soil Survey Office (MO-5) in Salina, Kansas. The incumbent serves as the senior regional technical expert for all phases of soil survey. The incumbent assists the MLRA leader with ensuring that soil survey production is maintained while also maintaining quality throughout the region. Incumbent coordinates all technical phases of soil surveys, including soil classification, identification, mapping, map unit design, production, interpretations, digitizing and database quality, publication, and Soil Survey Geographic Data Base (SSURGO) development.

DUTIES AND RESPONSIBILITIES

The incumbent serves as the technical expert for all phases of the soil survey program including soil mapping, soil classification, soil correlation, soil investigations, soil technologies, soil interpretations, development of soil survey reports, and the use, development, and maintenance of the National Soil Information System (NASIS).

The incumbent is responsible for working with MLRA project office staff, state soil scientists, other regional MO staff, and other federal agencies to develop and monitor a three year work plan for the MLRA soil survey areas that describes the needs for soil data quality improvement and new data population.

The incumbent assists the MLRA leader to monitor soil survey production across the region and works with MLRA project office staff, state soil scientists, other regional MO staff, and other federal agencies to remove roadblocks and continually improve productivity.

As the senior regional soil scientist, incumbent applies a regional perspective to resolve differences in technical soil matters between states in order to achieve consistency and continuity between states and coordinates with adjacent MO and MLRA soil survey offices to achieve a national seamless digital soil survey.

The incumbent is responsible for quality assurance by ensuring that quality and technical direction are consistently, and accurately, delivered and implemented at the MLRA soil survey offices. The incumbent conducts periodic oversight checks and technical reviews of work completed by MO staff, including soil data quality specialists and MLRA soil survey staffs. These checks and reviews are normally conducted on a catena of soils and series across a broad geographic area in the MO region. The incumbent communicates and interacts with MO staffs and soil data quality specialists, MLRA soil survey leaders, and state soil scientists in the region in order to provide feedback to the MLRA leader on the consistency and quality of soil surveys.

Works with field soil scientists across the region to ensure that work meets all National Cooperative Soil Survey (NCSS) standards. Takes lead in recommending new approaches and developing methodology for solving complex problems marked by controversy. The Natural Resources Conservation Service (NRCS) provides federal leadership to ensure that all soil surveys are completed according to standards. The incumbent serves as the NRCS regional lead for standards. In that role, the incumbent works closely with staff of the Bureau of Land Management (BLM), Bureau of Indian Affairs (BIA), Department of Defense (DOD), National Park Service (NPS), and the U.S. Forest Service (USFS) to ensure consistency and continuity of soil survey on all lands. Incumbent coordinates and provides training and technical advice to soil scientists in these agencies.

Develops and recommends policy changes and guidelines for a variety of soil survey technical functions within the area of assignment. Develops and issues guidance for applying standards and interpretive guides to be used by other soil scientists within the MLRA region. As appropriate, develops specialized regional standards and interpretations, and coordinates them with the appropriate National Soil Survey Center (NSSC) staff. The incumbent ensures that national and regional standards are being followed within the region.

The incumbent initiates, coordinates, and reviews revisions to these national and regional standards, and works on ad hoc committees to address national standards issues. Assists the MLRA team leader by serving as the principal regional technical liaison with the national leaders at the NSSC to ensure that national soil survey standards are maintained and updated, interpretations are coordinated, and investigations are planned and carried out efficiently.

The senior regional soil scientist assists the MLRA leader by coordinating soil investigations, special projects, and geomorphic assistance within the region. Coordinates soil investigation activities including special studies involving cooperating agencies and universities within the MLRA region. The incumbent is responsible for coordinating the dissemination and implementation of findings and results of these special investigations and projects in order to improve the productivity of field staffs and technical quality of soil surveys in the region. Communicates and interacts with scientists within the academic community, and within the NRCS, in order to provide guidance to soil scientists and others within the geographic region.

Serves as the lead in coordinating collection and population of soil properties including different "states of transition" of an ecological site and the change in soil properties. Coordinates interpretation with NSSC, cooperating agencies, and state soil scientists within the region.

The incumbent assists the MLRA leader by advocating, coordinating, training, and consistently implementing new technologies and data that can be used to enhance the soil survey production and soil survey quality in the region such as soil landscape predictive models, remote sensing, geospatial systems, and field data collection tools. The incumbent will aggressively implement the correct technologies for the region to accelerate soil survey production and improve the quality of the soil surveys in the region.

Provides training to field soil scientists and others on soil survey field procedures, interpretation of lab data, population and quality assurance of databases, soil correlation procedures, and soil interpretations. Through training and quality assurance activities ensures the production, technical accuracy, and consistency of soil surveys within the geographic area. Provides training on soil survey to range conservationists, foresters, and other disciplines involved in soil survey within the geographic region.

Actively supports and participates in the safety and health program activities as required. Complies with all appropriate safety and health rules and regulations in the performance of assigned tasks.

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 1-8, 1,550 points

Professional expert knowledge of all technical aspects of the soil survey program, including mapping, correlation, classification, investigations, interpretations, database, and publication. Provides technical guidance to field soil scientists and others in map unit design, application of soil standards and classification of soils, and soil interpretation for many uses.

Comprehensive knowledge of agronomy, geology, biology, forestry, and engineering to sufficiently integrate soils information into these disciplines' activities so that soil and water conservation needs are adequately addressed from a coordinated multi-disciplinary approach. Expert knowledge in landscape/soil/ecological site relationships.

Knowledge of management and leadership techniques in order to assist the MLRA leader and state soil scientists in the areas of the soil survey program.

Comprehensive knowledge of soil landscape inference models, remote sensing and geographic information systems (GIS), and other geospatial technologies in order to direct and provide guidance to contacts throughout the diverse work area. Acknowledged expertise sufficient to develop new approaches to soil survey and interpretation to better improve application of agency findings. Undertakes or directs solution of extraordinary problems for which no precedents exist or change of policy is involved. Decision and recommendations significantly impact NRCS soil science programs beyond local MLRA, often impacting nationally. Incumbent is contacted by various national groups for input to related programs and findings.

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

The incumbent is under the supervision of the MO leader/state soil scientist, who assigns tasks as contained in the soil survey plan of operations and in the long-range plan of operations. Deadlines for completing work are developed in consultation with MLRA leader. Due to expertise, the incumbent interprets agency policy on own initiative in terms of established objectives without instruction from supervisor.

Carries out responsibilities and coordinates activities fully independently with other soil scientists or specialists, and with technical support staff specialists, such as the biologists, foresters, agronomists, and engineers. Also coordinates independently with other agency specialists. The technical aspects of the incumbent's work are reviewed only from an overall standpoint in terms of feasibility, compatibility with other findings, and expected results. Incumbent is authorized to commit NRCS to courses of action on technical soil matters, including allocation of funds, without prior approval by management.

3. Guidelines, Level 3-4, 450 points

Guidelines consist of the National Soils Handbook, Soil Survey Manual, Soil Taxonomy, General Manual, Memorandums of Understanding with other agencies, National Bulletins, memorandums, and other related scientific data sources in agronomy, biology, engineering, and forestry.

The guidelines may lack specific guidance or are under revision, requiring the incumbent to apply judgment and experience in interpretation or in developing new methods, criteria, procedures, and/or techniques in the use of soil information by federal, state, and local agencies, as well as the general public. Due to expertise, incumbent must routinely develop new procedures, programs, and methods while not contradicting agency policy.

4. Complexity, Level 4-5, 325 points

Soil science represents significant interactions and differences in parent material, topography, vegetation, rainfall, and temperature across the MLRA region. The incumbent will be involved in interpreting these soils for use by the NRCS in resource conservation planning by city, county, regional, and state planning bodies for comprehensive planning.

The incumbent's assignments 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 provides training in those that are adopted by both NRCS and non-NRCS personnel.

Incumbent must assess a wide variety of unusual findings and variations, determining appropriateness often required to research missing data or information. Independently verifies all feasibility in accordance with cutting-edge soil science.

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 soil information by users and potential users in NRCS field offices, state conservation and resource agencies, and local planning groups. Soils information must be sound and accurately interpreted. Errors or inadequacies would seriously impair the effectiveness of NRCS programs in the state and other agency programs. Assesses survey effectiveness, addressing a variety of unusual conditions and problems. Enables NRCS and NCSS to achieve a seamless digital soil survey of the nation.

Due to expertise in soils, the incumbent's findings and recommendations impact long-range planning and national policy. Completed work/findings have a definite impact on the work of other experts, development of major soils programs throughout the nation, within and throughout the agency.

Decisions and directions from the incumbent directly affect soil survey production and quality in the multi-state work area.

6. Personal Contacts

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

Personal contacts are with NRCS employees throughout the agency as well as outside of NRCS, including representatives of governments, consulting firms, civic groups, experiment stations, universities, students, and the news media. Contacts are often non-routine, with varying purposes and expected or unexpected results. Incumbent is called upon to present findings at national meetings concerning soil science.

Generally, contacts are pursuing mutual goals and are cooperative; however, the incumbent must often influence and motivate representatives of federal, state, and local governments to accept NRCS programs, policies, and procedures. The incumbent must isolate the diverse needs of these groups and resolve conflicts arising from uncoordinated use of the information contacted at this level.

8. Physical Demands, Level 8-1, 5 points

The work is usually performed in an office setting and requires only occasional activity during field inspections such as walking, climbing, and bending.

9. Work Environment, Level 9-1, 5 points

The work is usually performed in an office environment. Occasionally, work is performed outdoors during field inspections and is subject to weather conditions found during the field season.

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