



FOREST RANGER II

CHARACTERISTICS OF WORK:

This work involves responsibility for coordinating the activities of the Forest Ranger I positions in the prevention and suppression of forest fires. Incumbents in this class are responsible for directing fire prevention and control activities, construction and maintenance work, informational and educational program activities, and forest management practices in an assigned area of the state. The work is performed under the general direction of a forester and/or their designee, and supervision may be exercised over specified Forestry Commission employees in lower classifications in the area for which responsible.

MINIMUM QUALIFICATIONS:

These minimum qualifications have been agreed upon by Subject Matter Experts (SMEs) in this job class and are based upon a job analysis and the essential functions. However, if a candidate believes he/she is qualified for the job although he/she does not have the minimum qualifications set forth below, he/she may request special consideration through substitution of related education and experience, demonstrating the ability to perform the essential functions of the position. Any request to substitute related education or experience for minimum qualifications must be addressed to the State Personnel Board in writing, identifying the related education and experience which demonstrates the candidate's ability to perform all essential functions of the position.

EXPERIENCE/EDUCATIONAL REQUIREMENTS:

Education:

Graduation from a standard four-year high school or equivalent (GED);

AND

Experience:

Two (2) years of work experience related to the described duties.

OR

Experience:

Six (6) years employment with the Mississippi Forestry Commission with related experience.

Substitution Statement:

Graduation from a standard four-year high school or equivalent (GED), related education, and related experience may be substituted for experience on an equal basis.

Note:

Incumbents who are required to fight wildfires or conduct field work on a routine basis must successfully complete a Moderate Pack Test within ninety (90) days of hire date and annually thereafter.

Documentation Required:

Applicant must possess a valid Mississippi Driver's License or a valid Driver's License from a contiguous state. The hiring agency will verify.

PHYSICAL REQUIREMENTS:

These physical requirements are not exhaustive, and additional job related physical requirements may be added to these by individual agencies on an as needed basis. Corrective devices may be used to meet physical requirements. These are typical requirements; however, reasonable accommodations may be possible.

Heavy Work: May frequently exert force equivalent to lifting up to approximately 50 pounds and/or occasionally exert force equivalent to lifting up to approximately 100 pounds.

Vision: Requires the ability to perceive the nature of objects by the eye.

Near Acuity: Clarity of vision at 20 inches or less.

Midrange: Clarity of vision at distances of more than 20 inches and less than 20 feet.

Far Acuity: Clarity of vision at 20 feet or more.

Peripheral: Ability to observe an area that can be seen up and down or to the left and right while eyes are fixed at a given point.

Depth Perception: Three dimensional vision, ability to judge distances and spatial relationships.

Ability to adjust focus: Ability to adjust the eye to bring an object into sharp focus.

Speaking/Hearing: Possesses the ability to give and receive information through speaking and listening skills.

Motor Coordination: While performing the duties of this job, the incumbent is regularly required to use hands to finger, handle, or feel objects, tools, or controls; and reach with hands and arms. The incumbent is frequently required to stand; walk; sit; climb or balance; and stoop, kneel, crouch, or bend.

COMPETENCIES:

The following competencies describe the knowledge, skills, abilities, and attributes that lead to a successful employee in this position. An applicant will be expected to exhibit these competencies or the ability to reach competency achievement within a specified time. These competencies are linked to the essential functions of the job. Employees in this position may be evaluated on these competencies as part of the performance appraisal system. Example behaviors are listed below each competency and are used for illustrative purposes only. Specific behaviors may be identified and included later by the hiring agency. It is understood that some of these behaviors might not be acquired until a reasonable time after hire. Failure of an employee to successfully demonstrate some or all of these competencies, as deemed important by his or her reporting official, may result in the employee being placed on a performance improvement plan. If after a reasonable period of time, usually three (3) months, the employee fails to demonstrate successful performance, the employee may be terminated. These competencies include, but are not limited to, the following:

PUBLIC SECTOR COMPETENCIES:

Integrity and Honesty: Demonstrates a sense of responsibility and commitment to the public trust through statements and actions.

Models and demonstrates high standards of integrity, trust, openness, and respect for others. Demonstrates integrity by honoring commitments and promises. Demonstrates integrity by maintaining necessary confidentiality.

Work Ethic: Is productive, diligent, conscientious, timely, and loyal.

Conscientiously abides by the rules, regulations, and procedures governing work.

Service Orientation: Demonstrates a commitment to quality public service through statements and actions.

Seeks to understand and meets and/or exceeds the needs and expectations of customers. Treats customers with respect, responding to requests in a professional manner, even in difficult circumstances. Provides accurate and timely service. Develops positive relationships with customers.

Accountability: Accepts responsibility for actions and results.

Is productive and carries fair share of the workload. Focuses on quality and expends the necessary time and effort to achieve goals. Demonstrates loyalty to the job and the agency and is a good steward of state assets. Steadfastly persists in overcoming obstacles and pushes self for results. Maintains necessary attention to detail to achieve high level performance. Deals effectively with pressure and recovers quickly from setbacks. Takes ownership of tasks, performance standards, and mistakes. Has knowledge of how to perform one's job. Knows the organization's mission and functions and how it fits into state government.

Self Management Skills: Effectively manages emotions and impulses and maintains a positive attitude.

Encourages and facilitates cooperation, pride, trust, and group identity; fosters commitment and team spirit; works effectively and cooperatively with others to achieve goals. Treats all people with respect, courtesy, and consideration. Communicates effectively. Remains open to new ideas and approaches. Avoids conflicts of interest. Promotes cooperation and teamwork.

Interpersonal Skills: Shows understanding, courtesy, tact, empathy, and concern to develop and maintain relationships.

Demonstrates cross cultural sensitivity and understanding. Identifies and seeks to solve problems and prevent or resolve conflict situations. Encourages others through positive reinforcement.

Communication Skills: Receives, attends to, interprets, and responds to verbal messages and expresses information to individuals or groups effectively.

Receives other cues such as body language in ways that are appropriate to listeners and situations. Takes into account the audience and nature of the information; listens to others, attends to nonverbal cues, and responds appropriately. May make oral presentations. Communicates ideas, suggestions and concerns, as well as outcomes and progress throughout the process of an activity. Provides thorough and accurate information.

Self-Development: Adapts behavior or work methods in response to new information, changing conditions, or unexpected obstacles.

Seeks efficient learning techniques to acquire and apply new knowledge and skills; uses training, feedback, or other opportunities for self-learning and development. Develops and enhances skills to adapt to changing organizational needs. Remains open to change and new information and ideas.

TECHNICAL COMPETENCIES:

Communication: Shares information in writing or verbally.

Concisely and correctly answers questions and/or explains or conveys information to the public, agency, co-workers, and other entities. Asks appropriate questions to gain information needed to assist the public or provide information to the public (landowners), agency personnel (e.g., personnel inside agency, outside agency, other state agency personnel, or other entities. Participates effectively in meetings, seminars, and training sessions. Presents oral and written information internally or externally using proper grammar, punctuation, and content. Appropriately documents information using tools such as: letters, e-mails, reports, memoranda, etc. Communicates information in a courteous manner without invoking anger. Knowledgeably refers issues to appropriate agency or other personnel. Promotes and assists in conducting educational and informational programs.

Time Management: The ability and willingness to perform work within defined specifications and time lines and to manage conflicting priorities.

Effectively manages workload to complete multiple tasks. Works independently resolving all tasks timely. Researches and finds solutions using all available informational resources. Effectively utilizes resources such as time, equipment, supplies, travel, etc. Makes appropriate choices or exercises sound judgment for a variety of circumstances. Exercises appropriate level of professional curiosity based on information obtained. Follows orders. Adapts appropriately to a variety of situations and surroundings.

Professional Maturity: Possesses the capacities and aptitudes acquired by means of personal or professional experience, which enable functions to be fulfilled, and enables the incumbent to deal with situations in the workplace in a professional manner.

Is able to assess the situation and appropriately respond. Exhibits the attributes of confidence, assertion, tolerance, patience, and empathy at the appropriate time in stressful or high-pressure situations. Manages conflicts and defuses situations. Knows when to refer an issue to the appropriate level. Aligns personal behavior with agency standards. Continuously assesses work unit for areas of improvement and suggests changes for continuous improvement. Responds appropriately to supervision and administrative decisions. Is able to work under and with authority and accepts decisions. Takes initiative to accomplish stated and unstated goals. Maintains appropriate standards of professionalism and only provides information within authority.

Equipment/Mechanical: Operates and maintains equipment following proper safety guidelines.

Is proficient in using computer hardware and software to complete assigned tasks, meet agency goals, and produce required products. Operates and maintains a variety of equipment in working to extinguish forest fires, including but not limited to, motorized vehicles, tractors with accessory grounds maintenance equipment, all terrain vehicles, heavy equipment, winches, boats, traps, motors, etc. Possesses the mechanical ability to

work on equipment. Possesses knowledge of GPS equipment. Has experience in farming operations, heavy equipment operation and mechanics, pulpwood operations, and welding.

Forestry: Maintains a commitment to protect, reforest, and inventory timberlands in accordance with MS Forestry Commission regulations.

Maintains an "on-call" schedule at the discretion of the Forestry Commission. Possesses the ability to be flexible and adjust schedule as needed. Assists in carrying out forest management practices, giving advice on proper forestry management practices and on methods to improve and protect their forest investment as instructed by supervisors. Inspects timber cutting on public lands for violation of the timber sale contract.

Fire Suppression: Participates in the prevention and suppression of forest fires.

Supervises or participates in fire suppression work. Operates trucks, tractors, and hand tools. Supervises or participates in work involved in the maintenance of fire fighting transport truck and tractor unit.

Safety: Ensures safety regulations are enforced.

Follows all safety regulations. Ensures safety at all fires. Operates all equipment using proper safety guidelines.

ESSENTIAL FUNCTIONS:

Additional essential functions may be identified and included by the hiring agency. The essential functions include, but are not limited to, the following:

1. Directs fire prevention and control activities in an assigned area of the state.
2. Supervises the maintenance and repair of equipment and work centers.
3. Prepares reports and work plans and transmits messages when needed.

EXAMPLES OF WORK:

Examples of work performed in this classification include, but are not limited to, the following:

Directs or serves as a member of a fire suppression team.

Constructs fire break systems for public and private landowners.

Prepares individual fire reports and routes them to the proper authorities.

Receives and transmits radio and telephone messages when needed.

Supervises or participates in work involved in the maintenance of buildings, grounds, fences, and other structures.

Supervises or participates in servicing equipment and making repairs.

Assists in carrying out forest management practices as instructed by supervisors.

Informs the general public of the Mississippi Forestry Commission objectives and of the favorable influences that forests have on the state's economy.

Assists in the development of annual and monthly work plans.

Assists in locating tracts using a county road map and following central dispatch directions.

Assists in information and education programs.

Exercises experience in forestry, farming operations, heavy equipment operation, firefighting, pulpwood operations, heavy equipment mechanics, logging operations, welding, or other fields related.

Performs related or similar duties as required or assigned.

INTERVIEW REQUIREMENTS:

Any candidate who is called to an agency for an interview must notify the interviewing agency in writing of any reasonable accommodation needed prior to the date of the interview.