



INSPECTOR, REGULATORY SERVICES, TRAINEE

CHARACTERISTICS OF WORK:

This is inspection and investigation work in the Bureau of Regulatory Services. The work is characterized as entry-level field inspection and investigative work in all phases of enforcement of laws and regulations administered by the Bureau of Regulatory Services. The employee in this position is responsible for investigations and handling of complaints and planning field work assignments. Supervision is received from the division director, supervisor, or inspectors of higher classification.

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 two-year community or junior college with an Associate's Degree in a related field of study.

OR

Education:

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

AND

Experience:

Two (2) years related experience.

Substitution Statement:

Related education and related experience may be substituted on an equal basis.

Special Requirements:

Applicants must have a valid Mississippi Driver's license.

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.

Moderate Work: May frequently exert force equivalent to lifting up to approximately 25 pounds and/or occasionally exert force equivalent to lifting up to approximately 50 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 left and right while eyes are fixed on a given point.

Depth Perception: Three-dimensional vision. Ability to judge distances and spatial relationships so as to see objects where and as they actually are.

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.

Taste/Smell: Possesses the ability to use the sense of smell to recognize and distinguish odors. Possesses the ability to use the sense of taste to recognize and distinguish flavors.

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

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:

Inspection: Observes and examines facilities and products in order to ensure compliance with applicable laws.

Inspects eggs to determine grade, size, and quality. Inspects food and facility sanitation within retail establishments. Inspects garbage generating, handling, and feeding facilities. Inspects farm milk tanks. Inspects pulpwood yards and timber dealer facilities. Inspects petroleum dealers, distributors, and retailers.

Report Writing: Documents daily and weekly information in a clear and legible manner.

Prepares and maintains records, reports, and required forms following established procedures and state/federal guidelines. Submits reports in a timely manner free of mistakes.

Compliance: Ensures compliance of applicable state, federal, and agency laws and regulations.

Inspects garbage generating, handling, and feeding facilities; farm milk tanks; and labeling of certain commodities for compliance with applicable laws.

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. Tests and inspects various farming facilities and scales for accuracy of measure and monitors the activities of bonded weighmasters.
2. Inspects plants and retail establishments and collects samples of products for laboratory analysis to ensure compliance with applicable laws.

EXAMPLES OF WORK:

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

Weighs packaged commodities, checks and verifies price computation, and tests certified scales for accuracy.

Inspects disposition of garbage in retail food establishments.

Monitors activities of licensed, bonded weighmasters and petroleum equipment service technicians.

Inspects pulpwood yards and timber dealer facilities and records and tests for accuracy wood measurement devices and practices.

Inspects petroleum dealers, distributors, and retailers and tests pumps for accuracy and collects samples of petroleum products, antifreeze, oil, brake fluid, etc., for laboratory analysis.

Monitors and/or conducts investigation of complaints.

Inspects eggs to determine grade, size and quality.

Inspects labeling of certain commodities to ensure validity of contents and compliance with applicable laws.

Inspects plants and retail establishments and collects samples of products for laboratory analysis.

Inspects food and facility sanitation within retail establishments and verifies licensure.

Tests and inspects farm milk tanks (measuring devices) for accuracy of measure.

Performs ante mortem and/or post mortem inspections of slaughter animals and inspects meat and poultry products, custom slaughter and processing plants, retail meat markets and animal and poultry byproducts plants and vehicles.

Randomly performs price verification in retail establishments.

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.