

Senior Plant Taxonomist
Knowledge, Skill, Ability, and Personal Characteristic Statements
Rating Results

KSAPC #	Knowledge, Skill, Ability, and Personal Characteristic Statement
K01	Knowledge of the taxonomy and systematics of plants including those that are pest plants.
K02	Knowledge of western hemisphere flora.
K03	Knowledge general principles and specialized and complex specific procedures and techniques used in identifying plants.
K04	Knowledge of current research literature and trends applicable to the research and diagnostics areas.
K05	Knowledge of the relationships of plants to agriculture and the environment.
K06	Knowledge of general principles and specialized and complex specific procedures and techniques used in collecting and curating plant specimens.
K07	Knowledge of general principles of developing research projects in systematics, including use of the scientific method of developing and testing hypotheses, understanding previous literature, and understanding how to approach problems in research.
K08	Knowledge of the related provisions of the California Food and Agricultural Code and rules and regulations pertaining to plant quarantines.
K09	Knowledge of computer software programs (e.g., Word, Excel, PowerPoint, Outlook, etc.) for data entry, compiling data, statistical analysis, writing reports, and general correspondence.
K10	Knowledge of research and diagnostic equipment for morphological based diagnostics including microscopy, electron-microscopy, imaging, etc. and may have knowledge of molecular methods.
K11	Of the agricultural geography and regional agricultural practices in California such as where things are grown; how and why.
K12	Skill in a high degree of specialization in systematics and taxonomy of plants.
S1	Skill to establish and maintain cooperative working relationships with those contacted during the course of work including effective oral communication in person and via telephone in a courteous, professional manner with a variety of individuals, taking the nature of the audience into account.
S2	Skill to operate a personal computer and software (e.g., Word, Excel, PowerPoint, and Outlook) and/or other computerized equipment in order to perform daily duties.
S3	Skill to operate laboratory equipment including microscopes, imaging systems, etc., and may include molecular based equipment.

KSAPC #	Knowledge, Skill, Ability, and Personal Characteristic Statement
S4	Skill in herbarium practices such as collecting specimens, acquiring and recording collection data, mounting and labeling specimens, and systematically organizing the dried plant collections.
S5	Identifying fresh and/or dried specimens including complete and incomplete samples.
A01	Ability to demonstrate professional competence as a botanical taxonomist in both foreign and domestic plant groups.
A02	Ability to identify both complete and incomplete plant specimens as submitted to the laboratory.
A03	Ability to conduct independent highly specialized research and analysis in systematic and taxonomy following the scientific method of developing and testing hypotheses, documentation of research results, and publication in scientific journals.
A04	Ability to provide expert scientific consultation to internal and external clients on issues related to pest plants.
A05	Ability to train and supervise technicians and other personnel in associated tasks and principles.
K01	Knowledge of the taxonomy and systematics of plants including those that are pest plants.
A06	Ability to effectively communicate information both orally and in writing, and provide direction in a clear, courteous, professional manner using appropriate tone, vocabulary, and grammar with department staff, the public, and other agencies.
A07	Ability to follow and give directions orally and in writing to accomplish day to day activities and ensure a safe and secure working environment.
A08	Ability to work independently using sound judgment in handling daily activities with minimal supervision or detailed instructions.
A09	Ability to evaluate and analyze situations and take or recommend appropriate action.
A10	Ability to work productively as a member of a team to achieve work goals, and ensure a safe and secure work environment.
A11	Ability to work efficiently in order to complete assigned tasks within reasonable or specified time periods.
A12	Ability to use a personal computer to input data, access information, and/or create materials and documents using a variety of software applications.
A13	Ability to be flexible in adapting to changes in priorities, work demands, and other interruptions, which may impact pre-established timelines and courses of action for completing projects and/or assignments.
A14	Ability to keep accurate and legible records per Standard Operating Procedures (SOP).

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A15	Develop, curate, and manage a working herbarium.
A16	Apply related provisions of the California Food and Agriculture Code and regulations.
SPC 01	Willing to work in a laboratory/herbarium keeping the facility clean and organized.
SPC 02	Willing to adhere to safety policies and provisions such as wearing protective clothing or gear, protective eye wear, gloves, etc.
SPC 03	Willing to work irregular hours including nights and weekends if needed.