

Agricultural Pest Control Supervisor
Knowledge, Skill, Ability, and Personal Characteristic Statements Rating
Results

KSAPC #	Knowledge, Skill, Ability, and Personal Characteristic Statement
K01	Knowledge of methods, terminology, materials, and equipment used in the survey, control, detection or eradication of agricultural pests.
K02	Knowledge of pesticide laws, regulations, and policies including safety techniques for approved pesticides used in the survey, control and eradication of agricultural pests.
K03	Knowledge of the California Code of Regulations including applicable sections of the Food and Agriculture code.
K04	Knowledge of the pests involved in current control and eradication projects with the State.
K05	Basic knowledge of principles of effective supervision and management to effectively plan, organize, and direct the work of others.
K06	Basic knowledge of a supervisor's role in the Equal Employment Opportunity program and the processes available to meet the Department's EEO objectives as it relates to the supervision and management of staff.
K07	Basic knowledge of Material Safety Data Sheets
S01	Skill to utilize good work habits
A01	Ability to communicate effectively both orally and in writing, information, ideas, and direction in a clear, courteous, professional manner using appropriate tone, vocabulary and grammar with those contacted during the course of work.
A02	Ability to operate, service, and maintain tools and pest control equipment
A03	Ability to make or direct emergency repairs to spray and other equipment in the field.
A04	Ability to plan, organize, coordinate, and direct the work of others in a diverse workforce in the field over a large geographic area (county or multicounty) and in a warehouse or an office setting.
A05	Ability to interpret laws, rules and regulations and apply them to specific situations.
A06	Ability to adapt to changing work demands and priorities to ensure a safe and secure work environment.
A07	Ability to analyze various situations accurately and to recommend alternative solutions and take appropriate action.

KSAPC #	Knowledge, Skill, Ability, and Personal Characteristic Statement
A08	Ability to work independently using sound judgment in handling daily activities with minimal to no supervision.
A09	Ability to follow and give instruction orally and in writing to accomplish day to day activities.
A10	Ability to work efficiently in order to complete assigned tasks within a reasonable or specified time periods.
A11	Ability to identify and coordinate the resources needed, including equipment, supplies, and personnel for field operations carried out over a large geographic area (county or multicounty).
A12	Ability to prepare clear, complete and concise reports, forms, and correspondence to effectively document, communicate decisions, information and recommendations.
A13	Ability to train others in the performance of inspection, survey, control, detection, and eradication work to ensure compliance with laws, rules and regulations.
A14	Ability to objectively evaluate and review the work of others and communicate strengths and weaknesses to develop staff potential.
A15	Ability to use electronic devices (hardware and software) including computer, smart phones, GPS units, etc., and/or other electronic equipment in order to perform daily activities.
A16	Ability to effectively promote EEO objectives to ensure equal treatment and maintain a work environment that is free of discrimination and harassment.
A17	Ability to make sound decisions in a fast paced and demanding work environment.
A18	Ability to work effectively with county, Federal, State and industry personnel, includes management, staff, and the public contacted during the course of work.
A19	Ability to maintain cooperative relations with those contacted during the course of work.
A20	Ability to prepare budgetary estimates on future planning needs (e.g. cost of equipment, supplies, and services) as it pertains to projects.
A21	Ability to mix, sample and transport pesticides and insecticides in a safe manner, including the use of material data safety sheets and pesticide labels, in the survey, control or eradication of agricultural pests.
SPC1	Dependability to complete assigned work
SPC2	Normal vision or normal vision with corrective aides to ensure personal safety and safety others during the course of work.

KSAPC #	Knowledge, Skill, Ability, and Personal Characteristic Statement
SPC3	Possession of a valid California driver license
SPC4	Exercise leadership
WC1	Willing to travel by vehicle within a geographical area on highways, country roads, dirt farm roads, city streets, etc.
WC2	Willing to work outdoors up to 50% of the time at other work locations and/or in the field.
WC3	Willing to work in agricultural and non-agricultural fields, warehouses, shops, yards, around aircraft, remote locations, etc. to perform inspection, survey, control, detection, and eradication activities.
WC4	Willing to abide by and adhere to safety laws, regulations, and policies (e.g. wear personal protective clothing, respiratory gear, emergency spill, etc.) applicable to specific work assignments.
WC5	Willing to work odd or irregular hours including holidays and Saturday and Sunday.
WC6	Willing to train and supervise staff