

Fruit and Vegetable Quality Control Supervisor II
Knowledge, Skill, Ability, and Personal Characteristic Statements Rating
Results

| KSAPC # | Knowledge, Skill, Ability, and Personal Characteristic Statement |
|----------------|--|
| K2 | Knowledge of quality, size condition, pack, and other factors involved in inspecting fruits, nuts, and vegetables |
| K3 | Knowledge of the provisions of laws, rules, regulations and grade standards applicable to fruits, nuts, and vegetables. |
| K4 | Knowledge of Federal and State standards for packing, grading, and shipping fruits, nuts, and vegetables. |
| K5 | Knowledge of the principles, methods and techniques of effective supervision to effectively plan, organize, and direct the work of others. |
| K6 | Knowledge of shipping and marketing methods, trends, and developments relating to agricultural commodities. |
| K7 | Knowledge of personnel management as it relates to the Equal Employment Opportunity program to fulfill the department's objectives. |
| K8 | Knowledge of safety policies and regulations within the work environment. |
| K9 | Knowledge of the Injury Illness Prevention Program including procedures of reporting on the job injuries (e.g., workers compensation forms) to provide a safe and healthy work environment. |
| S1 | Skill to establish and maintain cooperative working relationships with those contacted in the course of work. |
| S2 | Skill to utilize good work habits to effectively perform the duties of a FVQC Supervisor II. |
| S3 | Skill to plan, organize, and direct the work of others to ensure quality services. |
| S4 | Skill to Analyze situations accurately to develop and adopt an effective course of action |
| S5 | Skill to Communicate effectively in order to exchange information and/or provide direction to staff and others (e.g., other state, federal, county, and industry). |
| A1 | Ability to communicate effectively orally and in writing information, ideas, and direction in a clear, courteous, professional manner using appropriate tone, vocabulary, spelling, grammar, punctuation, sentence and paragraph structure with department staff, the public, and other agencies as required to complete assigned projects, reports and other tasks. |

| KSAPC # | Knowledge, Skill, Ability, and Personal Characteristic Statement |
|----------------|--|
| A10 | Ability to effectively promote equal opportunity in employment and maintain a work environment that is free of discrimination and harassment |
| A11 | Ability to train staff, Federal, State and county personnel in all aspects of inspection and certification work. |
| A12 | Ability to use computers to create documents, conduct research and communicate with staff, government agencies, the public, and industry. |
| A13 | Ability to work independently using sound judgment in handling daily activities with minimal to no supervision. |
| A14 | Ability to work productively as a member of a team in order to achieve work goals, and to ensure a safe and secure work environment. |
| A15 | Ability to perform light physical work such as walking, standing, bending, stooping, squatting, kneeling, lifting and climbing on a regular basis to perform office and inspection activities. |
| A16 | Ability to perform mathematical calculations with accuracy. |
| A2 | Ability to interpret laws, rules and regulations, Federal and State standards for packing, grading, and shipping of fruits, nuts, and vegetables; apply them to specific situations. |
| A3 | Ability to follow and give directions orally and in writing to accomplish day to day activities and ensure a safe and secure working environment. |
| A4 | Ability to plan, organize, and direct the work of others in a diverse workforce. |
| A5 | Ability to analyze various situations accurately to recommend alternative solutions and take appropriate action. |
| A6 | Ability to adapt to changing work demands and priorities to ensure a safe and secure work environment. |
| A7 | Ability to objectively evaluate and review the work of others and communicate strengths and weaknesses to develop staff potential. |
| A8 | Ability to prepare clear, complete, and concise reports and correspondence. |
| A9 | Ability to make sound decisions in a demanding work environment. |
| SPC1 | Willing to travel extensively throughout the State, including overnight stays using personal car, state vehicle, train or aircraft. |
| SPC2 | Color vision adequate to successfully perform the job on a daily basis |
| SPC3 | Possession of a valid Federal Supervisor's license issued by the U.S. Department of Agriculture to supervise inspection of fruits, nuts, and vegetables for fresh shipment or processing. |
| SPC4 | Leadership qualities in order to provide guidance to others, setting an example for others while being held to a higher standard. |

| KSAPC # | Knowledge, Skill, Ability, and Personal Characteristic Statement |
|----------------|--|
| SPC5 | Willing to work in adverse weather conditions such as excessive heat, snow, sleet, rain, wind, fog, fumes, gases, and other odors, and noise. |
| SPC6 | Willing to abide by and adhere to safety policies and provisions (e.g. wearing of safety vests, hard hats, safety goggles, hair nets, shoe covers, and gloves, etc.) applicable to specific inspection activities and to meet bio-security requirements. |
| SPC7 | Willing to work odd and irregular hours, including holidays, Saturdays and Sundays. |
| SPC8 | Willing to work in various locations including packing sheds, cold storage rooms, fields, and other field offices. |