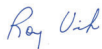


REASON FOR THIS POSITION		
1. NEW <input checked="" type="checkbox"/>	2. IDENTICAL/ADD'L TO EST. PD NUMB. <input type="checkbox"/>	3. REPLACES PD NUMBER <input type="checkbox"/>

POSITION DESCRIPTION  
COVER SHEET

POSITION INFORMATION										
4. OFFICIAL TITLE Supervisory Soil Scientist					5. WORKING TITLE (When Applicable)					
6. NEW PD/MR (NFC) SSS012			7. INTERDISC PD NUMBERS							
8. PP GS	9. SERIES 0470	INTERDISC SERIES		10. FUNC 51	11. GRADE 13	12. DATE MONTH 02 DAY 05 YEAR 20			13. I/A <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	14. CLASSIFIER D. Dougherty

15. ORGANIZATIONAL STRUCTURE (Agency/Bureau)	
1st U.S. Department of Agriculture (USDA)	5th Soil and Plant Science Division (SPSD)
2nd Farm Production and Conservation (FPAC)	6th
3rd Natural Resources Conservation Service (NRCS)	7th
4th Soil Survey Regional Office (SSRO)	8th

SUPERVISOR'S CERTIFICATION			
I certify that this is an accurate statement of the major duties and responsibilities of the position and its organizational relationships and that the position is necessary to carry out Government functions for which I am responsible. This certification is made with the knowledge that this information is to be used for statutory purposes relating to appointment and payment of public funds and that false or misleading statements may constitute violations of such statute or their implementing regulations.			
16. SUPERVISOR'S SIGNATURE  Date: 2020.02.05 14:44:59 -05'00'		17. DATE	19. SECOND LEVEL SUPERVISOR'S SIGNATURE
18. SUPERVISOR'S NAME AND TITLE Roy Vick, Associate Director for Soil Operations		20. DATE	
21. SECOND LEVEL SUPERVISOR'S NAME AND TITLE			

GENERAL SCHEDULE SUPERVISORY GUIDE GRADE EVALUATION FACTOR					
FACTOR	22. FLD / BMK	23. POINTS	FACTOR	22. FLD / BMK	23. POINTS
1. Program Scope and Effect	1 - 3	550	4-B. Purpose of Contacts	4B - 3	100
2. Organizational Setting	2 - 1	100	5. Difficulty of Typical Work Directed	5 - 6	800
3. Supervisory and Managerial Authority Exercised	3 - 2	450	6. Other Conditions	6 - 4	1120
4-A. Personal Contacts	4A - 3	75			
			24. TOTAL POINTS ►	24. 3195	
			25. GRADE ►	25. GS-13	

GENERAL SCHEDULE SUPERVISORY GUIDE (HRCD-5 June 1998, April 1998)--EVALUATION ATTACHED	
Cross Referenced With: OPM Job Family Position Classification Standard for Professional Work in the Natural Resources Management and Biological Sciences Group, 0400, September 2005	

CLASSIFICATION CERTIFICATION	
I certify that this position has been classified as required by Title 5, US Code, in conformance with standards published by the OPM or, if no published standard applies directly, consistently with the most applicable published standards.	
26. SIGNATURE DOREEN DOUGHERTY Digitally signed by DOREEN DOUGHERTY Date: 2020.02.05 14:50:10 -05'00'	27. DATE 02/05/2020
28. NAME AND TITLE Doreen Dougherty, Human Resources Specialist (Classification)	

29. REMARKS	30. OPM CERTIFICATION NUMBER
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# MASTER RECORD/INDIVIDUAL POSITION DATA

THIS SIDE TO BE COMPLETED BY THE CLASSIFIER

## A. KEY DATA

1. FUNCTION (1) <b>A</b>	2. DEPT. CD./AGCY-BUR-CD.(4) <b>AG16</b>	3. SON - POI (4) <b>5261</b>	4. MR. NO. (6) <b>SSS012</b>	5. GRADE (2) <b>13</b>	6. IP NO. (8)
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## B. MASTER RECORD

1. PAY PLAN (2) <b>GS</b>	2. OCC. SER. (4) <b>0470</b>	3. OCC. FUNC. CD. (2) <b>51 - Nat Res Ops</b>	4. PREFIX/ OFF. TITLE CD. (6) <b>S - SUPVY</b>	5. OFF. TITLE (38) <b>0001</b>	<b>Soil Scientist</b>
6. HQ. FLD. CD. (1) <b>2 - Field</b>	7. SUP. CD. (1) <b>2 - Supv/Mgr GSSG</b>	2 = Sup. GSSG 7=Team Ldr 2GI 4 = Sup. CSRA 8 = All Others 5 = Mgmt. CSRA 6 = Leadr WL/1 GI		8. CLASS. STD. CD. (1) <b>X = New Std. Apply</b> Blank = NA	9. INTERDIS. CD. (1) <b>N = No</b>
10. DT. CLASS (6) <b>MO DAY YEAR</b> <b>02 05 20</b>					
11. EARLY RET. CD. (1) <b>1 = Primary</b> <b>2 = Secondary</b>	3 = Foreign Svc. Blank = NA	12. INACT / ACT (1) <b>I = Inactive</b> <b>A = Active</b>	13. DT. ABOL. (6) <b>MO DAY YEAR</b>	14. DT. INACT / REACT (6) <b>MO DAY YEAR</b>	15. AGCY. USE (10)
16. INTERDIS. SER. (40) (4) (4) (4) (4) (4) (4) (4) (4) (4) (4)					
17. INTERDIS. TITLE CD. (50) (6) (6) (6) (6) (6) (6) (6) (6) (6) (6)					

## C. INDIVIDUAL POSITION

1. FLSA CD. (1) <b>E</b> E = Exempt N = Nonexempt	2. FIN. DIS. REQ. & PROC INTEG ACT (2) 0 = None Y = Must be certified 4 = OGE 450 N = Not required	3. POS. SCHED. (1) A = Sched A 0 = Excepted B = Sched B but not A, B, C C = Sched C	4. POS. SENS. - COMPUTER ADP (2) 1 = Nonsensitive (NACI) 4 = Special Sens (SS) C = Computer ADP 2 = Noncritcl Sens(NCS) 5 = Moderate Risk (MBI) N = Noncomputer ADP 3 = Critical Sens(CS) 6 = High Risk (BI)																								
PAY TABLE (4)	5. COMP. LEV. (4)	CYBER SECURITY (2)	DRUG TESTING (1) N = Not Applicable A = Applicant & Incumbent U = Undesignated C = Comm Motor Veh Lic. Y = Incumbent only																								
6. WK. TITLE CD. (4)	7. WK. TITLE (38)																										
8. ORG. STR. CD. (18) 1st 2nd 3rd 4th 5th 6th 7th 8th		9. VAC. REV. CD. (1) 0 = Position Action No Vacancy A = No Change	B = Lower Grade C = Higher Grade D = Different title and / or series E = New Position / New FTE TELEWORK Y = eligible N = ineligible																								
10. TARGET GD. (2)	11. LANG. REQ. (2)	12. PROJ. DTY. IND. (1) Blank = N/A Y = Yes	13. DUTY STATION (9) State (2) City (4) County (3)																								
14. BUS. CD (4) <b>8888</b>	15. DT. LST. AUDIT (6) <b>MO DAY YEAR</b>	16. PAS. IND. (1) Blank = N/A 1 = PAS	17. DATE EST. (6) <b>MO DAY YEAR</b>																								
18. GD. BASIS. IND. (1) <b>3</b> 1 = Rev. when vacant 2 = Impact of Person 3 = Sup. / SGEG 4 = Sup. / Program 5 = RGE 6 = Policy Analysis G E G 7 = Equipment Devel. Guide 8 = Agency Use 9 = Agency Use ALPHAS = Agency Use		19. DT. REQ. REC. (6) <b>MO DAY YEAR</b>	20. NTE. DT. (6) <b>MO DAY YEAR</b>																								
21. POS. ST. BUD (1) <b>Y</b> Y = Perm N = Other																											
22. MAINT. REV. / CLASS. ACT. CD. (2) (1st Digit = Activity and 2nd Digit = Results)																											
<table border="0"> <tr> <td><b>Normal Act</b></td> <td><b>Maintenance Review Act</b></td> <td><b>Results</b></td> <td></td> </tr> <tr> <td>1 = Desk Audit</td> <td>5 = Desk Audit</td> <td>1 = No Action Req.</td> <td>5 = Series Change</td> </tr> <tr> <td>2 = Sup. Audit</td> <td>6 = Sup. Audit</td> <td>2 = Minor PD Change</td> <td>6 = Pos. Upgrade</td> </tr> <tr> <td>3 = Paper Rev.</td> <td>7 = Paper Rev.</td> <td>3 = New PD Req.</td> <td>7 = Pos. Downgrade</td> </tr> <tr> <td>4 = PME / Activity Rev.</td> <td>8 = Panel Rev.</td> <td>4 = Title Change</td> <td>8 = New Pos.</td> </tr> <tr> <td></td> <td></td> <td></td> <td>9 = Other</td> </tr> </table>				<b>Normal Act</b>	<b>Maintenance Review Act</b>	<b>Results</b>		1 = Desk Audit	5 = Desk Audit	1 = No Action Req.	5 = Series Change	2 = Sup. Audit	6 = Sup. Audit	2 = Minor PD Change	6 = Pos. Upgrade	3 = Paper Rev.	7 = Paper Rev.	3 = New PD Req.	7 = Pos. Downgrade	4 = PME / Activity Rev.	8 = Panel Rev.	4 = Title Change	8 = New Pos.				9 = Other
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23. DT. EMP. ASGN. (6) <b>MO DAY YEAR</b>	24. DT. ABOL. (6) <b>MO DAY YEAR</b>	25. INACT / ACT (1) <b>1 = Inact.</b> <b>2 = Act.</b>	26. DT. INACT / REACT (6) <b>MO DAY YEAR</b>																								
27. ACCTG. STAT. (4)	28. INT. ASGN. SER. (4)	29. AGCY. USE (8)																									
30. CLASSIFIER'S SIGNATURE		31. DATE																									
32. REMARKS																											

<b>Position Data ID:</b>	SSS012
<b>Classification Title:</b>	Supervisory Soil Scientist
<b>Series &amp; Grade:</b>	GS-0470-13
<b>Agency:</b>	NRCS
<b>Division:</b>	SSRO
<b>Supervisory Code:</b>	2 – Supv/Mgr GSSG
<b>OGE 450:</b>	Not Required
<b>FLSA Status:</b>	Exempt
<b>Position Sensitivity:</b>	1N Non-Sensitive
<b>Cybersecurity Code:</b>	Not Applicable – Does NOT involve work functions in information technology (T), cybersecurity, or cyber-related areas
<b>Bargaining Unit Status:</b>	Non Bargaining Unit
<b>Full Performance Level:</b>	GS-13
<b>Competitive Level:</b>	0470
<b>Drug Testing:</b>	Not Required

## INTRODUCTION

This position is located in the U.S. Department of Agriculture (USDA), the Farm Production and Conservation (FPAC) Mission Area, Natural Resources Conservation Service (NRCS), Soil Survey Regional Office (SSRO), Soil and Plant Science Division (SPSD). The Farm Production and Conservation (FPAC) Mission Area is USDA's focal point for the nation's farmers, ranchers, and forest landowners for crop insurance, conservation programs and technical assistance and credit and commodity programs, and disaster programs. FPAC agencies implement programs designed to mitigate the significant risks of farming through crop insurance services conservation programs and technical assistance, and commodity, lending, and disaster programs. The Soil and Plant Science Division provides leadership in the production and quality assurance of soil survey information; planning and management of the soil survey program including maintenance of soil survey status and progress data; technical supervision of Soil Survey Project offices.

The incumbent serves as the senior regional technical expert for all phases of soil survey. The employee provides leadership and management and assists the Soil Survey Regional Director with ensuring that soil survey production is maintained while also maintaining quality throughout the region. The incumbent coordinates all technical phases of soil surveys, including soil classification, identification, mapping, map unit design, production, interpretations, digitizing and database quality, publication, and SSURGO development.

## MAJOR DUTIES AND RESPONSIBILITIES

### Technical Expert (35%)

The employee serves as the Senior Regional Soil Scientist and technical expert for all phases of the soil survey program including soil mapping, soil classification, soil correlation, soil investigations, soil

technologies, soil interpretations, development of soil survey reports, and the use, development, and maintenance of the National Soil Information System (NASIS). The employee is responsible for working with Soil Survey Office staff, State Soil Scientists, other Soil Survey Regional staff, and other Federal agencies to develop and monitor a five year work plan for the Soil Survey Region that describes the needs for soil data quality improvement and new data population.

The employee assists the Soil Survey Regional Director to monitor soil survey production across the region and works with Soil Survey Office staff, State Soil Scientists, other Regional Soil Survey Office staff, and other Federal agencies to remove roadblocks and continually improve productivity.

As the Senior Regional Soil Scientist, employee applies a regional perspective to resolve differences in technical soil matters between states in order to achieve consistency and continuity between states and coordinates with adjacent Soil Survey Regions and Soil Survey Offices to achieve a national seamless digital soil survey.

The employee is responsible for quality assurance by ensuring that quality and technical direction are consistently, and accurately, delivered and implemented at the Soil Survey Offices. The employee conducts periodic oversight checks and technical reviews of work completed by Soil Survey Regional and Soil Survey Office staffs. These checks and reviews are normally conducted on a catena of soils and series across a broad geographic area in the Soil Survey Region. The employee communicates and interacts with Soil Survey Regional Staffs, MLRA Soil Survey Leaders, and State Soil Scientists in the region in order to provide feedback to the Soil Survey Regional Director on the consistency and quality of soil surveys.

Works with field soil scientists across the region to ensure that work meets all National Cooperative Soil Survey (NCSS) standards. Takes lead in recommending new approaches and developing methodology for solving complex problems marked by controversy. NRCS provides Federal leadership to ensure that all soil surveys are completed according to standards. The employee serves as the NRCS regional lead for standards. In that role, the employee works closely with staff of the Bureau of Land Management (BLM), Bureau of Indian Affairs (BIA), Department of Defense (DOD), National Park Service (NPS), and the U.S. Forest Service (USFS) to ensure consistency and continuity of soil survey on all lands. Employee coordinates and provides training and technical advice to soil scientists in these agencies.

### **Soil Survey Regional Coordination (30%)**

The Senior Regional Soil Scientist assists the Soil Survey Regional Director by coordinating soil investigations, special projects, and geomorphic assistance within the region. Coordinates soil investigation activities including special studies involving cooperating agencies (USEPA, BLM, USFS, ARS, DOT, DOD, etc.) and universities within the Soil Survey Region. The employee is responsible for coordinating the dissemination and implementation of findings and results of these special investigations and projects in order to improve the productivity of field staffs and technical quality of soil surveys in the region. Communicates and interacts with scientists within the academic community, and within the NRCS, in order to provide guidance to soil scientists and others within the geographic region.

Serves as the lead in coordinating collection and population of soil properties including different "states of transition" of an ecological site and the change in soil properties. Coordinates interpretation with National Soil Survey Center (NSSC), cooperating agencies, and state soil scientist within the region.

The employee assists the Soil Survey Regional Director by advocating, coordinating, training, and consistently implementing new technologies and data that can be used to enhance the soil survey

production and soil survey quality in the region such as soil landscape predictive models, remote sensing, GIS and other geospatial systems, and EMI, GPR, and other field data collection tools. The focus of this duty is to aggressively implement the correct technologies for the region to accelerate soil survey production and improve the quality of the soil surveys in the region.

Provides training to field soil scientists and others on soil survey field procedures, interpretation of lab data, population and quality assurance of databases, soil correlation procedures, and soil interpretations. Through training and quality assurance activities ensures the production, technical accuracy, and consistency of soil surveys within the geographic area. Provides training on soil survey to range conservationists, foresters, and other disciplines involved in soil survey within the geographic region.

### **Management and Supervision (25%)**

Provides supervision to members of subordinate staff in Soil Survey Offices in the Region including Major Land Resource Area (MLRA) Soil Survey Leaders performing a full range of supervisory functions. With participation by employees, develops their performance measures. Evaluates employee performance, recommends appropriate performance awards, inventories training needs, develops appropriate training plans, and makes recommendations for personnel actions. Works with appropriate supervisors and Human Resources to effect minor disciplinary measures, such as warnings and reprimands, and makes recommendations on more serious matters. Working with each employee, jointly inventories training needs and develops appropriate training plans.

Provides leadership in managing and prioritizing the activities of the soil survey field staff. Provides leadership in determining workload of the staff by conducting workload analysis, developing and implementing work plans, and other management tools as needed to ensure effective soil survey operations.

### **Policy Development (15%)**

Develops and recommends policy changes and guidelines for a variety of soil survey technical functions within the area of assignment. Develops and issues guidance for applying standards and interpretive guides to be used by other soil scientists within the Soil Survey Region. As appropriate, develops specialized regional standards and interpretations, and coordinates them with the appropriate NSSC staff. The employee ensures that National and Regional standards are being followed within the Region; initiates, coordinates, and reviews revisions to these national and regional standards, and works on ad hoc committees to address national standards issues. Assists the Soil Survey Regional Director by serving as the principal regional technical liaison with the National Leaders at the NSSC to ensure that national soil survey standards are maintained and updated, interpretations are coordinated, and investigations are planned and carried out efficiently.

Occasional travel is required to carry out the duties of this position.

Performs other duties as assigned.

### **OTHER FACTORS**

Provides leadership and guidance for the understanding and application of personnel rules and regulations as they apply to the Equal Employment Opportunity and Affirmative Employment Programs to ensure their integration into recruitment, hiring, promotion, training, career development (including varied work assignments, details, and special developmental assignments), separations, grievances

and other personnel actions. Emphasizes meeting the objectives of equal opportunity and affirmative employment plans and requirements. Ensures that these functions are carried out without regard to race, color, national origin, gender, religion, age, disability, political beliefs, sexual orientation and marital or family status.

Provides leadership and guidance in the design, development, and maintenance of administrative procedures to assure that delivery of NRCS programs and services are carried out without regard to race, color, national origin, gender, religion, age, disability, political beliefs, sexual orientation and marital or family status. Reviews the implementation of civil rights policies to determine that they are translated into appropriate actions consistent with annual plans of operation in all units under their supervision, as well as by recipients.

Performs duties in a supportive manner of a safe and healthy work environment. The incumbent exercises caution and maintains all safety requirements when exposed to dangerous objects, chemicals, and extreme temperatures.

**CONDITION OF EMPLOYMENT** – Must possess and maintain a valid state motor vehicle operator's license for the type of vehicle(s) operated to perform the duties of this position. This will require the operation of a motor vehicle on both public and private roads during daylight hours and occasionally after dark.

## **EVALUATION FACTORS**

### **Supervisory Evaluation Factors**

#### **1. Program Scope and Effect, Level 1-3, 550 Points**

The employee serves as the senior regional technical expert for all phases of soil survey. The employee assists the Soil Survey Regional Director with ensuring that soil survey production is maintained while also maintaining quality throughout the region. The incumbent coordinates all technical phases of soil surveys, including soil classification, identification, mapping, map unit design, production, interpretations, digitizing and database quality, publication, and SSURGO development. As the Senior Regional Soil Scientist, employee applies a regional perspective to resolve differences in technical soil matters between states in order to achieve consistency and continuity between states and coordinates with adjacent Soil Survey Regions and Soil Survey Offices to achieve a national seamless digital soil survey. Works with field soil scientists across the region to ensure that work meets all National Cooperative Soil Survey (NCSS) standards. Takes lead in recommending new approaches and developing methodology for solving complex problems marked by controversy. NRCS provides Federal leadership to ensure that all soil surveys are completed according to standards. The employee serves as the NRCS regional lead for standards. Develops and issues guidance for applying standards and interpretive guides to be used by other soil scientists within the Soil Survey Region. As appropriate, develops specialized regional standards and interpretations, and coordinates them with the appropriate NSSC staff.

#### **2. Organizational Setting, Level 2-1, 100 Points**

The position is accountable to a position that is two or more levels below the first (i.e., lowest in the chain of command) SES, flag or general officer, equivalent or higher-level position in the direct supervisory chain



### **3. Supervisory & Managerial Authority Exercised, Level 3-2, 450 Points**

Incumbent meets 3C of the GSSG in that the incumbent provides supervision to members of subordinate staff in Soil Survey Offices in the Region including Major Land Resource Area (MLRA) Soil Survey Leaders performing a full range of supervisory functions. With participation by employee, develops their performance measures. Evaluates employee performance, recommends appropriate performance awards, inventories training needs, develops appropriate training plans, and makes recommendations for personnel actions. Works with appropriate supervisors and Human Resources to effect minor disciplinary measures, such as warnings and reprimands, and makes recommendations on more serious matters. Working with each employee, jointly inventories training needs and develops appropriate training plans. Provides leadership in managing and prioritizing the activities of the soil survey field staff. Provides leadership in determining workload of the staff by conducting workload analysis, developing and implementing work plans, and other management tools as needed to ensure effective soil survey operations.

### **4A. Personal Contacts & 4B. Nature of Contacts**

#### **Subfactor Level 4A-3, 75 Points**

Contacts are with employees throughout NRCS as well as outside of NRCS, including representatives of tribal, state, and local governments, consulting firms, civic groups, experiment stations, universities, students, and the news media. Contacts are often non-routine, with varying purposes and expected or unexpected results. Incumbent is called upon to present findings at national meetings concerning soil science. Contacts include those which take place in meetings and conferences and unplanned contacts for which the employee is designated as a contact point by higher management. They often require extensive preparation of briefing materials or up-to-date technical familiarity with complex subject matter.

#### **Subfactor Level 4B-3, 100 Points**

Contacts are for pursuing mutual goals and are cooperative; however, the employee must often influence and motivate representatives of Federal, tribal, state, and local governments to accept NRCS programs, policies, and procedures. The employee must isolate the diverse needs of these groups and resolve conflicts arising from uncoordinated use of the information contacted at this level. Contacts are also to justify, defend, or negotiate in representing the project, program segment(s), or organizational unit(s) directed, in obtaining or committing resources, and in gaining compliance with established policies, regulations, or contracts. Contacts at this level usually involve active participation in conferences, meetings, hearings, or presentations involving problems or issues of considerable consequence or importance to the program or program segment(s) managed.

### **5. Difficulty of Typical Work Directed, Level 5-6, 800 Points**

Highest level of base work supervised is GS-11

### **6. Other Conditions, Level 6-4, 1120 Points**

Supervision requires substantial coordination and integration of a number of major work assignments, projects, or program segments of other professional, scientific, technical, or administrative work comparable in difficulty to the GS-11 level. For example, such coordination involve work comparable to one of the following: 1.) integrating the work of a team or group where each member contributes a portion of the analyses, facts, information, proposed actions, or recommendations; and/or ensuring

compatibility and consistency of interpretation, judgment, logic, and application of policy; 2.) recommending resources to devote to particular projects or to allocate among program segments; 3.) leadership in developing, implementing, evaluating, and improving processes and procedures to monitor the effectiveness, efficiency, and productivity of the program segment and/or organization directed; 4.) reviewing and approving the substance of reports, decisions, case documents, contracts, or other action documents to assure that they accurately reflect the policies and position of the organization and the views of the agency.

**Total Points:** 3195

**Grade Conversion:** (3155-3600) = GS-13

## **EVALUATION SUMMARY**

**Classification Standards Used:** OPM JFS for Professional Work in the Natural Resources Management and Biological Sciences Group, 0400, September 2005;  
General Schedule Supervisory Guide, HRCD-5, June 1998, April 1998

**Background:** This position is located in the U.S. Department of Agriculture (USDA), the Farm Production and Conservation (FPAC) Mission Area, Natural Resources Conservation Service (NRCS), Soil Survey Regional Office (SSRO), Soil and Plant Science Division (SPSD). The incumbent serves as the senior regional technical expert for all phases of soil survey, providing leadership and management and assisting the Soil Survey Regional Director with ensuring that soil survey production quality is maintained throughout the region. The incumbent coordinates all technical phases of soil surveys, including soil classification, identification, mapping, map unit design, production, interpretations, digitizing and database quality, publication, and SSURGO development.

**Series and Title Determination:** Duties involve professional and scientific work in the investigation of soils, their management, and their adaptation for alternative uses. Such work requires knowledge of chemical, physical, mineralogical, and biological properties and processes of the soils and their relationships to climatic, physiographic, and biologic influences. The scope of the work and the responsibilities assigned match the requirements of the 0470 series, which covers work that manages, supervises, leads or performs professional, research, or scientific work that involves investigating soils, managing soil, adapting soils for alternative uses, and soil genesis, preservation, geography, classification, and morphology. The basic title for such positions is *Soil Scientist*. The position meets the coverage requirements for evaluation by the grading criteria in the General Schedule Supervisory Guide (GSSG), and therefore the prefix of *Supervisory* is appended, with the final title designated as *Supervisory Soil Scientist*. Because the supervisory duties are 25%, the position has also been evaluated for the non-supervisory duties by application of the grading criteria in the standard for the Soil Science Series, GS-0470.

## **Non-Supervisory Factor Evaluation Factors**

### **Factor 1: Knowledge Required by the Position, Level 1-8, 1550 Points**

Mastery of, and skill in applying, advanced theories, concepts, principles, and standards of soil science and related disciplines of biological and physical sciences sufficient to: serve as the agency's expert on the Soil Taxonomy program and the National Cooperative Soil Survey; analyze and develop recommendations on agency Soil Taxonomy program policy; provide leadership that results in broad and substantial acceptance of the Soil Taxonomy as a soil classification system; and systematically evaluate and integrate new concepts and theories of soil genesis and classification.



**Factor 2: Supervisory Controls, Level 2-4, 450 Points**

The supervisor outlines overall objectives and available resources. The employee and supervisor, in consultation, discuss timeframes and scope of the assignment including possible stages and approaches. The employee plans and carries out the assignment; resolves most conflicts that arise; coordinates work with others as necessary; interprets policy and regulatory requirements; keeps the supervisor informed of progress and potentially controversial problems, concerns, issues, or other matters; develops changes to plans and/or methodology; and recommends improvements to meet program objectives. The supervisor reviews completed work for soundness of overall approach, effectiveness in meeting requirements or producing expected results, the feasibility of recommendations, and adherence to requirements. The supervisor usually does not review methods used.

**Factor 3: Guidelines, Level 3-4, 450 Points**

The employee uses guidelines and precedents that are very general regarding agency policy statements and objectives. Guidelines specific to assignments are often scarce, not applicable, or have gaps in specificity that require considerable interpretation and/or adaptation for application to issues and problems. The employee uses judgment, initiative, and resourcefulness in deviating from established methods to deal with specific issues or problems; research trends and patterns; propose new policies and practices; develop new methods and criteria; and/or modify, adapt, and/or refine broader guidelines to resolve specific complex and/or intricate issues and problems.

**Factor 4: Complexity, Level 4-5, 325 Points**

Employee performs a variety of research, testing, or natural resources management duties requiring significant interactions and differences in parent material, topography, vegetation, rainfall, and temperature across the Soil Survey Region. The employee interprets soils for use by the NRCS in resource conservation planning by city, county, regional, and state planning bodies. Employee's assignments include identification of multiple needs for soil information within the agricultural and urban sectors; develops and guides the use of soil information. Employee interprets and evaluates new mapping techniques, proposed interpretations criteria, new manuscripts formats, and provides training in those that are adopted by both NRCS and non-NRCS personnel.

**Factor 5: Scope and Effect, Level 5-5, 325 Points**

The purpose of the work is to develop soil survey data into publications, manuscripts, guides, and tables that will effectively accelerate the utilization of soil information by users and potential users in NRCS field offices, state conservation and resource agencies, and local planning groups. Assesses survey effectiveness, addressing a variety of unusual conditions and problems. Enables NRCS and NCSS to achieve a seamless digital soil survey of the nation. The employee's findings and recommendations impact long-range planning and national policy, the work of other experts, and assist in the development of major soils programs throughout the nation.

**Factors 6 & 7: Personal Contacts and Purpose of Contacts, Level 3C, 180 Points**

Personal contacts are with employees throughout NRCS as well as outside of NRCS, including representatives of tribal, state, and local governments, consulting firms, civic groups, experiment stations, universities, students, and the news media. Contacts are often non-routine, with varying purposes and expected or unexpected results. Employee is called upon to present findings at national meetings concerning soil science. Generally, contacts are pursuing mutual goals and are cooperative; however, the employee must often influence and motivate representatives of Federal, tribal, state, and

local governments to accept NRCS programs, policies, and procedures. The employee must isolate the diverse needs of these groups and resolve conflicts arising from uncoordinated use of the information contacted at this level.

**Factor 8: Physical Demands, Level 8-2, 20 Points**

Work is sedentary. Some work requires periods of standing; walking over rough terrain; recurring bending, crouching, stooping, reaching, or similar activities walking, standing, bending, climbing, or driving a motor vehicle. Employees occasionally carry light items, such as books, small instruments or samples, and other similar materials.

**Factor 9: Work Environment, Level 9-2, 20 Points**

Work involves exposure to moderate risks and discomforts, such as those due to adverse weather conditions, such as high winds and low or high temperatures; travel in off-road vehicles; falling trees; hostile wildlife; poisonous insects, plants, or snakes. Some work may require special safety precautions and/or protective clothing and equipment.

**Total Points:** 3320

**Grade Conversion:** (3155-3600) = GS-13

**Final Classification:** GS-0470-13, Supervisory Soil Scientist

**Functional Classification Code:** 51

**FLSA Determination:** This position is determined to be exempt from coverage under the Fair Labor Standards Act Professional Exemption, 5 CFR 551.207.