

County of Santa Cruz

INVITES YOU TO APPLY FOR:

SUPERVISING WATER QUALITY SPECIALIST

Supplemental Questionnaire Required

**Open and Promotional
Job # 24-TL6-01**

Salary: \$7,848 – 9,930 / Month

Closing Date: Friday, August 2, 2024



County Equity Statement

Equity in action in Santa Cruz County is a transformative process that embraces individuals of every status, providing unwavering support, dignity, and compassion.

Through this commitment, the County ensures intentional opportunities and access, fostering an environment where everyone can thrive and belong.

THE JOB: Are you passionate about safeguarding our environment and ensuring clean water for our community? Look no further! We're thrilled to offer an exceptional opportunity to lead the cutting-edge Water Quality Program for the County of Santa Cruz! Under general direction, this position will plan and conduct the County's environmental water quality monitoring programs; direct the operation of the certified water quality laboratory; supervise and evaluate the work of water quality laboratory staff; perform a variety of technical field and laboratory testing and analysis; interpret and report on water quality information; maintain the water quality database; identify pollution problems and develop mitigation measures; make recommendation on policies and programs for water quality improvement; provide technical guidance and expertise to staff and others on water quality matters; and perform other work as required. The ideal candidate will have experience conducting both microbial and chemical analyses, have excellent data interpretation skills, have a strong ability to communicate technical information to a general audience, and enjoy working in a team. **The eligible list established will be used to fill the current and future vacancies during the life of the list.**

THE REQUIREMENTS: Any combination of training and experience which would provide the required knowledge and abilities is qualifying. A typical way to obtain this knowledge and abilities would be:

- Graduation from an accredited four-year college or university with a bachelor's degree in natural, physical or environmental sciences or a closely related field **and** three years of progressively



responsible experience in analysis of water, wastewater, solid waste, hazardous waste or other environmental samples.

- A master's degree in chemistry, biochemistry, biology, microbiology, environmental, sanitary or public health engineering, natural or physical science may be substituted for one year of the required experience; a doctorate in chemistry, biochemistry, environmental, sanitary or public health engineering, biology, microbiology, natural or physical science may be substituted for two years of the required experience.

SPECIAL REQUIREMENTS

- **Environmental Factors:** Exposure to uneven terrain; communicable disease and pathogenic organisms; toxic or caustic chemicals.
- **License:** Possess and maintain a valid California Class C Driver License. (**Note:** Candidates with an out of state license may apply and go through recruitment and examination process, however verification of CA License must be provided at time of appointment).

Knowledge: Thorough knowledge of principles of hydrology and water quality; water regulations and standards. Working knowledge of current field and laboratory procedures, methods, equipment, facilities and materials; common hazards in field sampling procedures, operating laboratory equipment, and appropriate safety precautions; application of data processing and computerized analysis techniques. Some knowledge of repair and maintenance of laboratory equipment; principles and practices of employee supervision, including work planning, scheduling, evaluating, training and discipline; principles and practices of program management, including program planning, implementation and evaluation; principles of administration including budget preparation and grant management.

Ability to: Plan and conduct difficult complex water quality analyses; learn to apply basic hydrological principles to water quality analysis; analyze, evaluate and draw logical conclusions from complex data; evaluate and maintain quality control and proficiency testing to assure compliance with safety and accreditation regulations and requirements of the water laboratory; collect field samples and perform field analyses; develop, evaluate and maintain accurate recordkeeping systems; prepare and present technical reports, studies and recommendations orally, written, and graphically; select, operate and maintain laboratory equipment; revise and implement new laboratory policies and procedures; plan, assign, supervise, review, and evaluate the work of others; provide technical assistance to staff and other departments; act as a subject matter expert or resource; provide services to the public in a courteous and effective manner; develop and maintain effective working relationships with the general public, officials, and personnel from other agencies; synthesize and explain technical data to individuals lacking a background in scientific disciplines; implement and monitor grants; input, access and analyze data using a computer; walk through rough terrain and creek beds, and carry equipment weighing up to 25lbs.

THE EXAMINATION: Your application and supplemental questionnaire will be reviewed to determine if you have met the education, experience, training and/or licensing requirements as stated on the job announcement. If you meet these criteria and are one of the best qualified, you may be required to compete in any combination of written, oral and/or performance examinations or a competitive evaluation of training and experience as described on your application and supplemental questionnaire. You must pass all components of the examination to be placed on the eligible list. The examination may be eliminated if there are ten or fewer qualified applicants. If the eligible list is established without the administration of the announced examination, the life of the eligible list will be six months and your overall score will be based upon an evaluation of your application and supplemental questionnaire. If during those six months it is necessary to administer another examination for this job class, you will be invited to take the examination to remain on the eligible list.

HOW TO APPLY: Apply online at www.santacruzcountyjobs.com or mail/bring an application and supplemental questionnaire to: Santa Cruz County Personnel Department, 701 Ocean Street, Room 510, Santa Cruz, CA 95060. For information, call (831) 454-2600. Hearing Impaired TDD/TTY: 711. Applications will meet the final filing date if received: 1) in the Personnel Department by 5:00 p.m. on the final filing date, 2) submitted online before midnight of the final filing date.

Women, and people of color, and people with disabilities are encouraged to apply. If you have a disability that requires test accommodation, please call (831) 454-2600.

To comply with the 1986 Immigration Reform and Control Act, Santa Cruz County verifies that all new employees are either U.S. citizens or persons authorized to work in the U.S.

Some positions may require fingerprinting and/or background investigation.

SUPERVISING WATER QUALITY SPECIALIST - SUPPLEMENTAL QUESTIONNAIRE

The supplemental questions are designed specifically for this recruitment. Applications received without the required supplemental information will be screened out of the selection process. Employment experiences referred to in your response must also be included in the Employment History section of the application.

NOTE: Please answer the question(s) below as completely and thoroughly as possible, as your answer(s) may be used to assess your qualifications for moving to the next step in the recruitment process.

1. Describe in detail your experience with water quality monitoring programs including planning, sampling, conducting lab analyses, interpreting data, and reporting results.
2. Describe your lead worker and/or supervisory experience. How have you or would you train and direct the work of others?
3. Share your experience with water quality regulatory compliance, including the program(s), contaminants, reporting requirements, and your role.

EMPLOYEE BENEFITS:

ANNUAL LEAVE - 22 days first year, increasing to 37 days after 15 years of service. Available for vacation and/or sick leave.

HOLIDAYS - 14 paid holidays per year.

BEREAVEMENT LEAVE - 3 days paid in California, 5 days paid out-of-state.

MEDICAL PLAN - The County contracts with CalPERS for a variety of medical plans. For most plans, County contributions pay a majority of the premiums for employees and eligible dependents.

DENTAL PLAN - County pays for employee and eligible dependent coverage.

VISION PLAN - County pays for employee coverage. Employee may purchase eligible dependent coverage.

RETIREMENT - Pension formula 2% at age 60 or 2% at age 62 as determined based on provisions of the CA Public Employees' Pension Reform Act of 2013(PEPRA). Pension benefit determined by final average compensation of three years. County participates in Social Security.

LIFE INSURANCE - County paid \$20,000 term policy. Employee may purchase additional life insurance.

DISABILITY INSURANCE - Employees in the General Representation Unit participate in the State Disability Insurance (SDI) program. This program is funded 100% by employee payroll deductions.

DEPENDENT-CARE PLAN - Employees who make contributions for child or dependent care may elect to have their contributions made utilizing "pre-tax dollars."

H-CARE PLAN - Employees who pay a County medical premium may elect this pre-tax program.

HEALTH CARE FLEXIBLE SPENDING ALLOWANCE (HCFSA) - Employees may elect this pre-tax program to cover qualifying health care expenses.

NOTE: The provisions of this bulletin do not constitute an expressed or implied contract.