



## Master, Fish and Game Vessel Open - Statewide FINAL FILING DATE – May 23, 2018

### INTRODUCTION

Why not work to benefit California's environment? Want to work with dedicated people who value and enjoy their work?

Our employees are committed to managing and protecting California's diverse wildlife and the habitats upon which they depend. Join us and begin a meaningful new career.

For more information on the State examination and hiring process, visit the Department of Fish and Wildlife website at <https://www.wildlife.ca.gov/Employment>.

### EEO

An equal opportunity employer to all regardless of race, color, creed, national origin, ancestry, sex, marital status, disability, religious or political affiliation, age, or sexual orientation.

### DRUG FREE STATEMENT

It is an objective of the State of California to achieve a drug-free state work place. Any applicant for state employment will be expected to behave in accordance with this objective because the use of illegal drugs is inconsistent with the law of the state, the rules governing civil service and the special trust placed in public servants.

### WHO SHOULD APPLY?

Candidates who meet the minimum qualifications as stated below may apply for this examination.

### FILING INSTRUCTIONS

Final File Date: **May 23, 2018**

The State Examination Application (Form STD 678) may be filed in person or by mail at:

#### DROP OFF:

Department of Fish and Wildlife  
Attention: Exam Unit  
1416 Ninth Street, Room 1217-B  
Sacramento, CA 95814

#### MAIL TO:

Department of Fish and Wildlife  
Attention: HR – Exam Unit  
P.O. Box 944209  
Sacramento, CA 94244

Applications must be POSTMARKED no later than the final filing date. Applications postmarked, personally delivered or received via inter-office mail after the final filing date will not be accepted for any reason.

## **SPECIAL TESTING ARRANGEMENTS**

If you have a disability and need special testing arrangements, mark the appropriate box on the application. The exam unit will contact you to make specific arrangements.

## **SALARY INFORMATION**

\$5,417 – \$6,128

## **POSITION STATEMENT**

The Master, Fish and Game Vessel under direction has charge of the navigation, operation and maintenance of a motor vessel of 80 or more feet in length used in scientific marine research. The Master, Fish and Game Vessel plans, assigns, directs and inspects the work of the entire crew engaged in operating and maintaining a research motor vessel.

## **ELIGIBLE LIST INFORMATION**

Eligibility expires 12 months after it is established unless the needs of the service and conditions of the list warrant a change in this period.

## **REQUIREMENTS FOR ADMITTANCE TO THE EXAMINATION**

All applicants must meet the minimum qualifications by the final filing date, **May 23, 2018**.

## **MINIMUM QUALIFICATIONS**

Qualifying experience may be combined on a proportionate basis if the requirements stated below include more than one pattern and are distinguished as Either "I", "II", or "III", etc. For example, candidates possessing qualifying experience amounting to 50% of the required time of Pattern I, and additional experience amounting to 50% of the required time of Pattern II, may be admitted to an examination as meeting 100% of the overall experience requirement.

Possession of a valid license as a Master of Steam or Motor Vessels of not more than 100 gross tons upon near coastal waters or any license of higher grade issued by the United States Coast Guard, Transportation Department.

**And**

Possession of a valid Marine Radio Operator's Permit. Applicants who do not possess this permit will be admitted to the examination but must secure the permit prior to appointment.

**And**

Experience applicable to one of the following patterns may be combined on a proportional basis with experience applicable to the other pattern to meet the total experience requirements.

**And**

**Either I:** Three years of experience performing the duties of a Mate, Fish and Game Vessel, on vessels operated by the California Department of Fish and Wildlife (Formerly Fish and Game).

**OR II:** Five years of sea experience on deck which shall have included at least one year of service under the above or higher license and three years of which shall have been on a commercial fishing or research vessel actively working in one or more of the following:

1. Live-bait tuna fishing; or
2. Purse-seining for sardines, mackerel, or tuna; or
3. Trawling for bottom fish; or
4. Fishing with ocean drift and set gill nets.

## EXAMINATION INFORMATION

### Qualifications Appraisal Process - Weighted 100.00%.

This examination consists of an oral interview process. To obtain a position on the eligible list, you must attain a minimum rating of 70.00% in the interview process. **COMPETITORS WHO DO NOT APPEAR FOR THE INTERVIEW WILL BE DISQUALIFIED.**

Accepted applicants are required to bring either a photo identification card or two forms of signed identification to each phase of the examination.

It is anticipated that the interviews will be held during June 2018.

Oral interviews are ordinarily scheduled in Sacramento, Ontario, Napa, Redding, and Fresno. However, interview locations may be limited or extended as the number of candidates and conditions warrant.

This examination may contain additional components (i.e., written exercise, in-basket assignment, math calculation exercise, presentation, etc.) that will be scored in addition to the structured interview questions.

**PLEASE NOTE** If conditions warrant, this examination may utilize an evaluation of each candidate's experience and education (E&E) compared to a standard developed from the class specification. **For this reason, it is especially important that each candidate take special care in accurately and completely filling out their application. List all experience relevant to the "minimum qualifications for admittance" shown on this announcement.** Supplementary information will be accepted, but read the "Minimum Qualifications for Admittance" carefully to see what kind of information will be useful to the staff doing the evaluation. In order to obtain a position on the eligible list, a minimum rating of 70% must be attained.

## KNOWLEDGE AND ABILITIES

### Knowledge of:

1. Diesel engines, deck machinery, and auxiliary systems and equipment on motor vessels and their repair, navigation principles and practices including coastal navigation and pilotage.
2. The operation and maintenance of a seagoing motor vessel of at least 65 gross tons.
3. The quantity and type of supplies needed for an extended trip at sea, and the proper standards for and prices of such supplies.
4. The proper method of storing supplies.
5. The coastal waters of the Pacific Coast.
6. The construction and operation of commercial fishing gear and fishing methods used by commercial and sport fisheries along the Pacific Coast
7. The organization and practices of the marine fisheries industry on the Pacific Coast.

8. The schooling habits and the appearance of marine fishes of the Pacific Coast.
9. Methods of effective supervision.
10. A manager's/supervisor's responsibility for promoting equal opportunity in hiring and employee development and promotion, and for maintaining a work environment that is free of discrimination and harassment including the Bilingual Services Program, Limited Exam and Appointment Program (LEAP), Reasonable Accommodation, and discrimination complaint process.

### **Ability to:**

1. Direct the navigation, operation, and maintenance of a seagoing motor vessel on extended trips.
2. Estimate the amounts of supplies needed for such a trip.
3. Think and act quickly in emergencies.
4. Swim at least 50 yards and stay afloat for at least five minutes.
5. Effectively promote equal opportunity in employment and maintain a work environment that is free of discrimination and harassment including the Bilingual Services Program, Limited Exam and Appointment (LEAP), Reasonable Accommodation, and discrimination complaint process.

## **BENEFITS**

To learn more about the comprehensive benefit package please visit our website at <http://www.calpers.ca.gov>.

## **VETERANS PREFERENCE**

Veterans' Preference will be granted to all competitors who are successful in this examination and who qualify for, and have requested preference through the California Department of Human Resources (CalHR), <https://www.jobs.ca.gov/CalHRPublic/Landing/Veterans.aspx>.

**Veterans who have achieved permanent civil service status are not eligible to receive veterans' preference.**

## **CONTACT INFORMATION**

If you have any questions concerning Master, Fish and Game Vessel Examination or the testing process, you may contact Matthew Hom, Exam Analyst with the California Department of Fish and Wildlife, Human Resources Branch at (916) 653-8120 or visit the California Department of Fish and Wildlife website at [www.wildlife.ca.gov](http://www.wildlife.ca.gov).

## **GENERAL INFORMATION**

**For an examination without a written feature**, it is the candidate's responsibility to contact Department of Fish and Wildlife three weeks after the final filing date if he/she has not received his/her notice.

**Examination Locations:** When a written test is part of the examination, it will be given in such places in California as the number of candidates and conditions warrant. However, locations of interviews or performance evaluations may be limited or extended as conditions warrant.

**Applications are available** at <http://jobs.ca.gov>, California Department of Human Resources (CalHR), local offices of the Employment Development Department and the testing department on this job bulletin.

### **Remember, Examinations are Competitive:**

If you possess the entrance requirements stated on this bulletin, you may take this competitive examination; however, you aren't assured a place on the eligibility list. Your performance in the examination is compared to established rating criteria. All candidates who pass are ranked according to their scores.

**Candidates needing special testing arrangements** due to a disability must mark the appropriate box on the

application and/or contact the testing department.

**General Qualifications:** Candidates must possess essential personal qualifications including integrity, initiative, dependability, good judgment, and ability to work cooperatively with others; and a state of health consistent with the ability to perform the assigned duties of the class. A medical examination may be required. In open examinations, investigation may be made of employment records and personal history and fingerprinting may be required.

**Eligible Lists:** Eligible lists established by competitive examination, regardless of date, must be used in the following order: 1) sub-divisional promotional, 2) departmental promotional, 3) multi-departmental promotional, 4) service-wide promotional, 5) departmental open, 6) open. When there are two lists of the same kind, the older must be used first. Eligible lists will expire in one to four years unless otherwise stated on the bulletin.

**If High School Equivalence is Required:** Equivalence to completion of the 12th grade may be demonstrated in any one of the following ways: 1) passing the General Educational Development (GED) Test; 2) completion of 12 semester units of college work; 3) certification from the State Department of Education, a local school board, or high school authorities that the candidate is considered to have education equivalent to graduation from high school; 4) for clerical and accounting classes, substitution of business college work in place of high school on a year-for-year basis. **NOTE: For peace officer classifications please refer to the testing department for special requirements.**

**Veterans Preference:** Will be awarded in this examination, pursuant to Government Code Section 18973.1, effective January 1, 2014, as follows:

1. Any veteran, widow or widower of a veteran, or spouse of a 100 percent disabled veteran, who achieves a passing score in an entrance examination, shall be ranked in the top rank of the resulting eligibility list. Any veteran who has been dishonorably discharged or released is not eligible for veteran's preference.
2. An entrance examination is defined, under the law, as any open competitive examination.
3. Veterans Preference is not granted once a person achieves permanent civil service status.

The California Department of Human Resources (CalHR) has information on how to apply for Veterans Preference on their website at [www.jobs.ca.gov](http://www.jobs.ca.gov) and on the Application for Veterans Preference form ([CalHR 1093](#)). Additional information is also available at the Department of Veterans Affairs website at [www.cdva.ca.gov](http://www.cdva.ca.gov).

**Miscellaneous Information:** The Department of Fish and Wildlife reserves the right to revise the examination plan to better meet the needs of the service if the circumstances under which this examination was planned change. Such revision will be in accordance with civil service law and rules and all competitors will be notified.

**TTY** is Telecommunications Device for the Deaf and is reachable only from phones equipped with a TTY Device.

**California Relay (Telephone) Service for the Deaf or Hearing-Impaired**

**From TDD phones: 1-800-735-2929**

**From voice phones: 1-800-735-2922**