

Job Class: NR Program Consultant

Working Title: Fish and Wildlife Policy and Planning Consultant

Who May Apply: Open to all qualified job seekers
Date Posted: 10/6/2017
Closing Date: 10/27/2018
Hiring Agency/Seniority Unit: Department of Natural Resources
Division/Unit: Fish & Wildlife
Work Shift/Work Hours: Day Shift
Days of Work: Monday - Friday
Travel Required: Yes
Salary Range: \$27.98 - \$41.50 /hourly; \$58,422 - \$86,652 /annually
Classified Status: Classified
Bargaining Unit/Union: 214—Professional/MAPE
Work Location: St. Paul
Employment Condition: Unlimited, Full Time
FLSA Status: Exempt
Connect 700 Program Eligible: Yes

Job Summary

This position exists to direct fish and wildlife public engagement, provide fish and wildlife strategic and long-range planning services, direct staff training in fish and wildlife human dimensions, facilitate the integration of biological and social information in policy and decision making, and to assist in the development of proposed laws and statewide policies. This position works in a critical role with some of the most high priority, high profile, complex, and challenging fish and wildlife issues in the state.

Major responsibilities include:

- **PUBLIC ENGAGEMENT AND CONFLICT MANAGEMENT:** Direct and manage implementation of Division of Fish and Wildlife staff, stakeholder, and citizen engagement so that meaningful, effective, fair, and efficient methods of input, participation, decision making, and natural resource management are utilized.
- **PLANNING AND DECISION MAKING COORDINATION:** Consult on and support statewide integration of fish and wildlife strategic, long-range, and operational planning and decision-making efforts so that division activities are efficiently and effectively planned, implemented, and evaluated.
- **STAFF SKILLS DEVELOPMENT:** Direct and coordinate human dimensions skills training program that provides division staff training in facilitation, conflict management, decision making, and other human dimensions skills to improve effectiveness and efficiency of division public engagement, planning, decision making, and natural resource management.
- **POLICY:** Assist division management team in the development of proposed laws and statewide policies to meet division resource management and organization administrative needs.

Minimum Qualifications:

Bachelor's degree or higher in fisheries, wildlife, conservation biology, environmental studies, social science or closely related discipline.

AND

Four years fish and wildlife, natural resources, or environment-related advanced experience in: public engagement, conflict management, long-range and strategic planning, project management, public relations or other similar work.

- Effective facilitation skills sufficient to support internal and external meetings, strategic processes, and decision making.
- Effective project management skills sufficient to lead teams or partnerships to complete projects successfully with team member, stakeholder, and DNR leadership support.
- Human relations skills to motivate, provide guidance, empathize, and build/maintain positive relationships with stakeholders, partners, and DNR staff.
- Demonstrated ability and experience in applying principles of public engagement, planning, and building relationships and trust with fish and wildlife programs and stakeholders.
- Ability to successfully manage multiple complex projects/tasks at one time.
- Demonstrated ability to lead staff and to work effectively with stakeholders through the application of a wide range of organizational, procedural, technical, analytical, and interpersonal skills.
- Ability to manage highly visible, emotional, and intractable conflicts, using appropriate style as necessary to further program objectives with individuals or groups who are unsupportive or hostile.
- Ability to manage time and set realistic priorities, focus on what's important, and identify options for help when needed.

Preferred Qualifications:

- Master's degree or higher in fisheries, wildlife, conservation biology, natural resources, environmental studies, or fish and wildlife human dimensions.
- Extensive knowledge of fish and wildlife issues.
- Extensive knowledge of public engagement, conflict, trust, and other similar social science literature or methods.
- Experience conveying complex technical issues in a patient and understandable way to technical and non-technical audiences.
- Experience developing public engagement tools, methods, and analysis.
- Experience applying digital methods, including but not limited to social media, in public or stakeholder engagement.
- Experience in directing staff, administering and implementing budgets, programs.
- Experience training or educating others in facilitation, public engagement, conflict management, building trust, or other similar skills.
- Experience effectively managing stressful and emotional intergroup or interpersonal conflicts.
- 4 years of advanced level practical experience in applying the laws, regulations, rules, principles, research, practices, or procedures of fisheries, wildlife, conservation biology, fish and wildlife human dimensions, or closely related field.

Physical Requirements

Requires occasionally lifting such articles as file boxes and heavy hand tools or heavier materials with help from others and/or lifting and carrying light objects frequently. Even though the weights being lifted may only be a negligible amount, a job in this category may require walking or standing to a significant degree or may involve sitting most of the time with a degree of pushing and pulling of arm and/or leg controls.

Additional Requirements

This position requires an unrestricted Class D Driver's License with a clear driving record.

It is policy of the Department of the Natural Resources that those offered employment submit to a background check prior to employment. All job offers are contingent upon passing the following components:

1. Criminal history check
2. Driver's license history
3. Reference checks

Why Work For Us

GREAT BENEFITS PACKAGE! The State of Minnesota offers a comprehensive benefits package including low cost medical and dental insurance, employer paid life insurance, short and long term disability, pre-tax flexible spending accounts, retirement plan, tax-deferred compensation, generous vacation and sick leave, and 11 paid holidays each year.

How to Apply

Click "Apply" at the bottom of this page. If you are unable to apply online, please contact the job information line at 651.259.3637.

For additional information about the application process, go to <http://www.mn.gov/careers>.