

New York State Department of Civil Service
DIVISION OF CLASSIFICATION & COMPENSATION

Classification Standard

Occ. Code 1618310

Senior Environmental Analyst (Agriculture), Grade 18	1618310
Associate Environmental Analyst (Agriculture), Grade 23	1618410
Principal Environmental Analyst (Agriculture), Grade 27	1618510
Assistant Director Land & Water Resources, M-3	1648800
Director Land & Water Resources, M-4	1648900

Brief Description of Class Series

Positions in this series provide technical assistance to farmers, analyze programs supporting products and services in the agribusiness sector, and County Soil and Water Conservation Districts (SWCDs). Incumbents review agricultural land, and soil and water conservation management programs; and develop best practices for sustainable farming and the further development of the State's agricultural sector.

Positions are classified at the Department of Agriculture & Markets.

Distinguishing Characteristics

Senior Environmental Analyst (Agriculture): full performance level; under supervision of a higher-level analyst, performs analysis and research to aid in the administration of agricultural and farmland protection programs, and soil and water conservation related programs.

Associate Environmental Analyst (Agriculture): advanced performance level; performs the more difficult land and water use research and analysis assignments or manages farmland protection and soil and water conservation programs for a geographic region and/or on a statewide basis.

Principal Environmental Analyst (Agriculture): supervisory level; manages the agricultural protection or soil and water conservation program section.

Assistant Director Land & Water Resources: non-competitive; single-position class; functions as the overall second-in-command to the Director Land & Water Resources.

Director Land & Water Resources: non-competitive; single-position class; directs the land and water resources program.

Illustrative Tasks

Senior Environmental Analyst (Agriculture)

Reviews and analyzes proposed land use projects involving farm operations and resources; analyzes project impact statements, maps, reports, and other information; reviews land use regulation laws and ordinances; examines records and requests to verify if property is located within an agricultural district; ensures information is received from farm land owners before reviews; advises farmers on soil and water conservation techniques, practices and improvements, including farm management practices related to crop production; consults laws, regulations, programs and procedures that would restrict or regulate farmers in the management of their soil and water resources; assists in the administration of the grant programs and program contracts, including agricultural environmental management related projects; and manages program data for use in environmental models and overall program analysis. In addition, when performing on-site field reviews, interviews involved parties, discusses project alternatives, assists in preparing written assessments, and provides instruction to conduct research on farm soils or crop production.

Associate Environmental Analyst (Agriculture)

Reviews and analyzes complex land use cases including major highway projects, solar projects, multi-county gas and electric transmission line cases, and county or regional solid waste management projects. Determines whether projects will adversely affect agricultural resources and farm management activities or whether significant modifications or mitigative actions are required; provides technical assistance in implementing benefits and protections available to farmers under the Agricultural Districts Law; drafts local agricultural laws, and reviews laws and practices to determine whether they are reasonable; provides administrative guidance, technical assistance and training to county SWCDs; designs, implements, and maintains soil and water conservation programs and projects within an assigned region or statewide; coordinates SWCD activities and programs for an assigned region; ensures optimum use of regional conservation and State and federal fiscal resources; and administers agricultural and farmland protection programs including the development, selection, and evaluation of all Agricultural and Farmland Protection grant applications and other State programs.

Principal Environmental Analyst (Agriculture)

Administers agricultural protection and agricultural environmental management programs; manages the agricultural district creation, review, and agricultural land value assessment process; reviews local laws that restrict farm practices or structures; reviews projects involving farmland acquisition or the advance of funds by public agencies for certain construction activities within agricultural districts; assigns and reviews the farm viability operations and resources reports in advance of proposed land use projects; coordinates and supervises technical assistance to county governments to develop local farm protection plans; administers matching planning and implementation

grants and directs grant fund use; recommends policies to advance and improve farmland protection programs; represents the Division on committees, task forces, work groups and meetings on agricultural, conservation and farmland protection; oversees and supervises a team of Division staff responsible for technical development, SWCD and staff training and conservation programming; coordinates Agricultural Environmental Management (AEM) program development, including policies, procedures, planning tools, certification program and technical standards/guidelines; works with inter-agency and academic teams on agricultural and environmental conservation issues, permits, and policies; and performs the full range of supervisory duties such as developing training, and evaluating staff.

Assistant Director Land & Water Resources

Assists the Director in the operation of land and water programs and provides direction, leadership and technical guidance to Principal Environmental Analysts (Agriculture) and other professional staff; assists the Director in evaluating SWCD activities, programs and projects to ensure compliance with land and water policies, procedures, State Conservation District Law, and contract provisions; provides technical and program assistance to the NYS Soil and Water Conservation Committee and related programs; oversees spending plans, program planning, and budgeting activities for land and water programs; and performs the full range of supervisory duties such as developing, training, and evaluating staff.

Director Land & Water Resources

Directs the land and water programs and activities; develops policies, objectives and goals for the Division; approves administrative activities of the Division such as office organization, personnel, employee discipline and counseling, and budgeting; formulates and coordinates policy development for programs that are jointly administered by the Division and either the federal government and/or another State entity; develops new initiatives or restructures existing programs to improve the Division's delivery of services; negotiates and resolves issues with the federal Department of Agriculture regarding the design, implementation and monitoring of land and water resource programs; briefs executive staff, federal officials, and State and local officials on Division programs; and works with executive staff and the agency's counsel on legal or other issues affecting program operations.

Minimum Qualifications

Senior Environmental Analyst (Agriculture)

Open Competitive: six years of work experience* in a position** having a substantial relationship to agricultural land use analysis, soil and water conservation management, or the protection of farms and farmland resources; OR six years of work experience* in any combination of the following roles: Soil and Water Conservation District Technician

or Manager; National Resources Conservation Service District or Resources Conservation; New York State Soil and Water Conservation Committee (State Committee) Consultant Service Provider; Professional Staff of Land Trust Organization; Cooperative Extension Agent (Agriculture); or, Regional Planning Commission and County Planning Office.

Associate Environmental Analyst (Agriculture)

Promotion: one year of permanent service as a Senior Environmental Analyst (Agriculture).

Open Competitive: seven years of work experience* as described for Senior Environmental Analyst (Agriculture).

*Substitutions: bachelor's degree substitutes for four years of experience or an associate's degree for two years of experience in the following degree fields: agronomy, soil science, soil conservation; or

bachelor's degree substitutes for four years of experience or an associate's degree for two years of experience, with at least 12 course credits in the following degrees and courses: agricultural engineering, agricultural business, natural science, environmental studies, agricultural planning, plant science, forestry, natural resources or a closely related agricultural or natural resources discipline.

**Qualifying experience: At least 50 percent of your experience must have been spent working with county officials, environmental organizations, soil and water conservation districts or farmers in any one of the following areas:

1. Agricultural land use analysis: including review of farm operations and farmland resources, analyzing project impact statements, maps, reports, and other information documents; performing on-site field investigations; interviewing involved parties; discussing and negotiating alternatives; preparing written assessments; and providing expert testimony on farm resource issues.
2. Soil and water conservation management: including the design, planning or implementation of soil and water conservation projects, or water quality or non-point source abatement and control projects; or soil and water conservation techniques, farm resources management practices.
3. Protection of farms and farmland resources: including the purchase or transfer of development rights, or farmland easements; or laws, regulations, programs, and procedures which affect farmland protection/preservation; or appraising farmland.

Principal Environmental Analyst (Agriculture)

Promotion: one year of permanent service as an Associate Environmental Analyst (Agriculture).

Assistant Director Land & Water Resources

Non-competitive: bachelor's degree in agronomy, agricultural business management, agricultural engineering, agricultural science, animal science, conservation biology, environmental engineering, environmental studies, environmental science, environmental conservation, plant science, forestry, geography, public administration, or a related field; and six years of experience in agricultural, environmental, soil and water conservation, or natural resource management. One year of the experience must have been at a managerial level. A master's degree in the above fields may substitute for one year of the general experience.

Director Land & Water Resources

Non-competitive: bachelor's degree in agronomy, agricultural business management, agricultural engineering, agricultural science, animal science, conservation biology, environmental engineering, environmental studies, environmental science, environmental conservation, plant science, forestry, geography, public administration, or a related field; and seven years of experience in agricultural, environmental, soil and water conservation, or natural resource management. Two years of the experience must have been at a managerial level. A master's degree in the above fields may substitute for one year of the general experience.

Note: Classification Standards illustrate the nature, extent and scope of duties and responsibilities of the classes they describe. Standards cannot and do not include all of the work that might be appropriately performed by a class. The minimum qualifications above are those which were required for appointment at the time the Classification Standard was written. Please contact the Division of Staffing Services for current information on minimum qualification requirements for appointment or examination.

Date: 10/2023

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