

GAME & PARKS

Broad Occupational Category - 43

DUTIES AND RESPONSIBILITIES

- *Conduct fish, wildlife, habitat, and water quality field surveys*
- *Implement habitat improvement projects (aquatic and terrestrial)*
- *Manage and operate fish hatcheries and production facilities*
- *Maintain park grounds, campgrounds, trails, waterways, and facilities*
- *Coordinate construction and capital improvement projects*
- *Collect, tag, band, mark, and track fish and wildlife species*
- *Maintain wildlife management areas and recreation lands*
- *Perform building, road, utility, and infrastructure maintenance*
- *Oversee park security, emergency response, and safety compliance*
- *Manage overnight lodging, campsites, and visitor amenities*
- *Analyze biological, ecological, and statistical data and prepare reports*
- *Utilize GIS, databases, modeling, and computer analysis tools*
- *Plan and administer statewide or regional programs*
- *Develop environmental improvement and management plans*
- *Serve as liaison with local, state, federal, and private partners as well as the public*

NEBRASKA

Good Life. Great Service.

COMPETENCIES

- **Compassion:** Genuinely cares about people; is concerned about their work and non-work problems; is available and ready to help; is sympathetic to the plight of others not as fortunate; demonstrates real empathy with the joys and pains of others.
- **Composure:** Is cool under pressure; does not become defensive or irritated when times are tough; is considered mature; can be counted on to hold things together during tough times; can handle stress; is not knocked off balance by the unexpected; doesn't show frustration when resisted or blocked; is a settling influence in a crisis.
- **Integrity and Trust:** Is widely trusted; is seen as a direct, truthful individual; can present the unvarnished truth in an appropriate and helpful manner; keeps confidences; admits mistakes; doesn't misrepresent him/herself for personal gain.
- **Time Management:** Uses his/her time effectively and efficiently; values time; concentrates his/her efforts on the more important priorities; gets more done in less time than others; can attend to a broader range of activities.
- **Action Oriented:** Enjoys working hard; is action oriented and full of energy for the things he/she sees as challenging; not fearful of acting with a minimum of planning; seizes more opportunities than others.
- **Approachability:** Is easy to approach and talk to; spends the extra effort to put others at ease; can be warm, pleasant, and gracious; is sensitive to and patient with the interpersonal anxieties of others; builds rapport well; is a good listener; is an early knower, getting informal and incomplete information in time to do something about it.
- **Conflict Management:** Steps up to conflicts, seeing them as opportunities; reads situations quickly; good at focused listening; can hammer out tough agreements and settle disputes equitably; can find common ground and get cooperation with minimum noise.
- **Confronting Direct Reports:** Deals with problem direct reports firmly and in a timely manner; doesn't allow problems to fester; regularly reviews performance and holds timely discussions; can make negative decisions when all other efforts fail; deals effectively with troublemakers.

- **Customer Focus:** Is dedicated to meeting the expectations and requirements of internal and external customers; gets first-hand customer information and uses it for improvements in products and services; acts with customers in mind; establishes and maintains effective relationships with customers and gains their trust and respect.
- **Decision Quality:** Makes good decisions (without considering how much time it takes) based upon a mixture of analysis, wisdom, experience, and judgment; most of his/her solutions and suggestions turn out to be correct and accurate when judged over time; sought out by others for advice and solutions.
- **Functional/Technical Skills:** Has the functional and technical knowledge and skills to do the job at a high level of accomplishment.
- **Innovation Management:** Is good a bringing the creative ideas of others to market; has good judgment about which creative ideas and suggestions will work; has a sense about managing the creative process of others; can facilitate effective brainstorming; can project how potential ideas may play out in the marketplace.
- **Motivating Others**: Creates a climate in which people want to do their best; can motivate many kinds of direct reports and team or project members; can assess each person's hot button and use it to get the best out of him/her; pushes tasks and decisions down; empowers others; invites input from each person and shares ownership and visibility; makes each individual feel his/her work is important; is someone people like working for and with.
- **Presentation Skills:** Is effective in a variety of formal presentation settings: one-on-one, small and large groups, with peers, direct reports, and bosses; is effective both inside and outside the organization, on both cool data and hot and controversial topics; commands attention and can manage group processes during the presentation; can change tactics midstream when something isn't working.
- **Problem Solving:** Uses rigorous logic and methods to solve difficult problems with effective solutions; probes all fruitful sources for answers; can see hidden problems; is excellent at honest analysis; looks beyond the obvious and doesn't stop at the first answers.

SMART Goal Prompting Questions

Conduct fish, wildlife, habitat, and water quality field surveys

- What actions could you take to improve the accuracy, consistency, efficiency, or coverage of fish, wildlife, habitat, and water quality surveys?
- How will you measure success, such as increasing survey completion rates, improving data quality, identifying trends earlier, or reducing gaps in field data?
- What sampling methods, field equipment, technology, standardized protocols, or training could strengthen survey activities?
- How do reliable field surveys support conservation decisions, resource management, and protection of Nebraska's natural resources?
- By what date or survey cycle will you aim to improve a specific field survey process?

Implement habitat improvement projects (aquatic and terrestrial)

- What strategies could you use to improve the planning, implementation, or effectiveness of aquatic and terrestrial habitat improvement projects?
- How will you measure success, such as completing projects on schedule, improving habitat conditions, increasing target species populations, or meeting established project objectives?
- What habitat assessments, project-management tools, monitoring methods, or partnerships could strengthen implementation?
- How do effective habitat improvement projects support healthy ecosystems and sustainable fish and wildlife populations?
- By what date or project cycle will you aim to complete or improve a specific habitat improvement initiative?

Manage and operate fish hatcheries and production facilities

- What actions could you take to improve the efficiency, productivity, health, or sustainability of fish hatchery and production operations?
- How will you measure success, such as improving production rates, reducing mortality, increasing facility efficiency, or meeting stocking targets?
- What production practices, facility improvements, monitoring systems, equipment, or staff training could strengthen hatchery operations?
- How does effective hatchery management support fisheries management and recreational opportunities?
- By what date or production cycle will you aim to improve a specific hatchery operation or outcome?

Maintain park grounds, campgrounds, trails, waterways, and facilities

- What steps could you take to improve the condition, safety, appearance, or functionality of parks, campgrounds, trails, waterways, and facilities?
- How will you measure success, such as completing maintenance on schedule, reducing deficiencies, improving visitor feedback, or reducing emergency repairs?

- What preventive maintenance schedules, inspection processes, equipment, or work-order systems could strengthen maintenance activities?
- How does effective maintenance improve visitor experiences, safety, accessibility, and protection of public resources?
- By what date or maintenance cycle will you aim to improve a specific park maintenance area?

Coordinate construction and capital improvement projects

- What strategies could you use to improve the planning, coordination, scheduling, and completion of construction or capital improvement projects?
- How will you measure success, such as completing projects on schedule and within budget, reducing change orders, or improving project quality?
- What project-management tools, contractor coordination methods, inspection procedures, or progress-tracking systems could strengthen project delivery?
- How does effective project coordination support long-term stewardship of park infrastructure and public funds?
- By what date or project milestone will you aim to improve a specific capital project process?

Collect, tag, band, mark, and track fish and wildlife species

- What actions could you take to improve the accuracy, efficiency, and consistency of fish and wildlife identification, tagging, marking, and tracking activities?
- How will you measure success, such as increasing successful captures or tracking rates, improving data completeness, or reducing errors in identification and records?
- What tagging methods, tracking technology, databases, field protocols, or training could strengthen species monitoring?
- How does reliable species tracking support population management, research, conservation, and informed decision-making?
- By what date or survey/monitoring cycle will you aim to improve a specific species tracking activity?

Maintain wildlife management areas and recreation lands

- What strategies could you use to improve the condition, accessibility, habitat quality, or recreational value of wildlife management areas and recreation lands?
- How will you measure success, such as completing planned maintenance, improving habitat conditions, reducing invasive species, or increasing visitor satisfaction?
- What land-management plans, inspection schedules, equipment, habitat practices, or partnerships could strengthen stewardship?
- How does effective management of public lands support conservation and recreational opportunities?
- By what date or management cycle will you aim to improve a specific wildlife management or recreation area?

Perform building, road, utility, and infrastructure maintenance

- What actions could you take to improve preventive maintenance, reliability, safety, and condition of buildings, roads, utilities, and other infrastructure?
- How will you measure success, such as reducing emergency repairs, improving work-order completion, extending asset life, or reducing maintenance backlogs?
- What asset inventories, preventive maintenance schedules, inspections, or work-order systems could strengthen infrastructure management?
- How does proactive infrastructure maintenance support safe, accessible, and sustainable public facilities?
- By what date or maintenance cycle will you aim to improve a specific infrastructure maintenance process?

Oversee park security, emergency response, and safety compliance

- What steps could you take to improve park security, emergency preparedness, visitor safety, and compliance with applicable requirements?
- How will you measure success, such as reducing safety incidents, improving response times, completing safety inspections, or correcting identified hazards?
- What emergency plans, training, communication systems, inspections, or coordination with public safety partners could strengthen park safety?
- How does effective security and emergency preparedness protect visitors, employees, facilities, and natural resources?
- By what date or safety/exercise cycle will you aim to improve a specific park safety or emergency-response practice?

Manage overnight lodging, campsites, and visitor amenities

- What strategies could you use to improve the quality, availability, efficiency, or visitor experience associated with lodging, campsites, and visitor amenities?
- How will you measure success, such as improving occupancy, reducing maintenance issues, increasing visitor satisfaction, or reducing service complaints?
- What reservation data, inspection processes, maintenance schedules, customer feedback, or facility improvements could strengthen visitor services?
- How do well-managed amenities support tourism, recreation, visitor satisfaction, and revenue generation?
- By what date or operating season will you aim to improve a specific lodging, camping, or visitor-service area?

Analyze biological, ecological, and statistical data and prepare reports

- What actions could you take to improve the accuracy, efficiency, and usefulness of biological, ecological, and statistical analysis?
- How will you measure success, such as reducing analysis time, improving data quality, identifying trends more effectively, or producing reports on schedule?

- What analytical methods, statistical tools, databases, visualization techniques, or peer-review processes could strengthen your work?
- How does sound analysis support evidence-based conservation and resource-management decisions?
- By what date or reporting cycle will you aim to complete or improve a specific analysis or report?

Utilize GIS, databases, modeling, and computer analysis tools

- What steps could you take to improve your proficiency and efficiency in using GIS, databases, modeling, and other analytical technologies?
- How will you measure success, such as improving data accuracy, reducing analysis time, creating more useful maps or models, or increasing use of available technology?
- What software training, automation, data-management practices, GIS applications, or modeling techniques could strengthen your work?
- How does effective use of technology improve resource planning, analysis, monitoring, and decision-making?
- By what date or development cycle will you aim to improve your use of a specific technology or analytical tool?

Plan and administer statewide or regional programs

- What actions could you take to improve the planning, administration, coordination, or outcomes of statewide or regional Game & Parks programs?
- How will you measure success, such as achieving program milestones, improving participation, reducing administrative delays, or meeting performance objectives?
- What program-management tools, performance measures, stakeholder input, or process improvements could strengthen administration?
- How does effective program administration support agency priorities and consistent service delivery across regions?
- By what date or program cycle will you aim to implement or improve a specific program initiative?

Develop environmental improvement and management plans

- What strategies could you use to improve the quality, effectiveness, and implementation of environmental improvement and management plans?
- How will you measure success, such as completing plans on schedule, addressing identified environmental risks, improving habitat conditions, or meeting measurable conservation objectives?
- What environmental data, GIS resources, stakeholder input, risk assessments, or monitoring methods could strengthen plan development?
- How do effective management plans support sustainable use and long-term protection of Nebraska's natural resources?
- By what date or planning cycle will you aim to complete or improve a specific environmental management plan?

Serve as liaison with local, state, federal, and private partners as well as the public

- What actions could you take to improve communication, collaboration, and relationships with governmental partners, private organizations, stakeholders, and the public?
- How will you measure success, such as increasing stakeholder participation, reducing communication gaps, improving project coordination, or receiving stronger partner feedback?
- What communication strategies, stakeholder meetings, outreach efforts, shared planning processes, or partnership agreements could strengthen collaboration?
- How do strong relationships support successful conservation programs, recreation services, and stewardship of public resources?
- By what date or project/program cycle will you aim to improve engagement with a specific partner group or stakeholder audience?