ECOLOGICAL SCIENCES
JOB APPROVAL AUTHORITY (ESJAA)

- Define what it is and what it will look like
- Give background to the planning process and how it fits together
- Talk about what it will mean for you as our partners in applying conservation
How does this all fit together?
Nine Step Planning Process

1. Identify Problems
2. Determine Objectives
3. Analyze Resource Data
4. Inventory Resources
5. Formulate Alternatives
6. Evaluate Alternatives
7. Make Decisions
8. Implement the Plan
9. Evaluate the Plan

Phase I
Collection and Analysis

Phase II
Decision Support

Phase III
Application & Evaluation
RESOURCE CONCERNS:

Soil Erosion:
- Sheet, rill, gully
- Wind

Degraded Plant Condition

Water Quality
Degradation-Excessive nutrients in surface water
Practice standards are the science and the proven history of resource management. ESJAA supports CPS as the JAA process assures that science is understood and applied appropriately.
Practice Standards Assure:

- Uniformity with National Standards (Science & Research)
- Format & Content following Policy (Protection from Errors & Liability)
- Simplify and Streamline Standard requirements - Statement of Work (SOW), Job Sheet, Technical Notes
JAA Requires
Planners must know:  **Section IV:**

CPS=Conservation Practice Standard

1. Definition
2. Purpose
3. Criteria
4. Considerations
5. Plans & Specs
6. Operation & Maintenance

AND...
JAA Requires
Planners must know: Section IV:

• Job Sheet (Documentation)
• Technical references (Technical Notes)
• Statement of Work (Deliverables)
• Specifications
Failure of a conservation practice can cause unacceptable environmental damage, unacceptable economical risk, significant property damage, health impairment, and even loss of life.
<table>
<thead>
<tr>
<th></th>
<th>What will ESJAA Accomplish?</th>
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<tbody>
<tr>
<td>1</td>
<td>Ensure the competency of employees to plan, apply and certify practices</td>
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<td>2</td>
<td>Substantiate credibility and trust with State boards of licensure, accrediting and certifying organizations, other agencies, units of government, and public</td>
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<td>3</td>
<td>Establish uniform national policy for JAA and build the ESJAA into the NRCS business process</td>
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ESJAA Policy

Definitions

ESJAA—The certification granted to an individual that has demonstrated the appropriate knowledge, skill, and abilities to plan, design, and certify installation of a given ES conservation practice.

Job Class—A subdivision within ESJAA for conservation practices based on Controlling Factor(s).

Knowledge, Skills & Abilities (KSAs)—Competencies required for ESJAA to plan, design, install and certify the conservation practice according to the requirements of the conservation practice standard.

Controlling Factors—Elements which describe the scale, complexity or hazard potential associated with a given practice.

Practice Phase—ESJAA applies to three practice phases:
(1) Inventory and evaluation (I & E) Planning
(2) Design and development of conservation practice requirements
(3) Installation oversight and certification
The ESJAA Process and how it works....

- Employee gains knowledge and experience just as they do with Engineering JAA
- Resource Specialist recommends approval be authorized
- Employee’s Supervisor concurs with ESJAA
- State Engineer and State Resource Conservationist concur with JAA. Each practice standard is assigned to Engineering OR Ecological Sciences (A few of them are shared) See the FOTG Index to determine who authorizes JAA for each
- System is similar for Engineering and Ecological Sciences
How Does this work with Partners?

- ESJAA for Partner Employees, providing assistance in partnership with NRCS, will be evaluated and assigned an appropriate ESJAA on the same basis as NRCS employees when such authority does not conflict with State, Tribal or local law.

- Immediate supervisor or manager one level above must concur with ESJAA for NRCS and partner employees. NRCS must obtain written verification that the partner employee has the partner organization’s permission to pursue ESJAA.

- Just as in Engineering, employees who do not have ESJAA are allowed to plan, design and install practices, with oversite from someone with proper ESJAA. Just as in the Engineering JAA process, experience is gained by completing practices. Partnering with someone with ESJAA will be important.

- Signature authority for NRCS program approval will be linked to ESJAA just as it is with Engineering JAA.
Alan V. Davis  SKILLS MATRIX WORKSHEET

Name: Alan V. Davis
Concurred by: Anthony Burns
Title: Rangeland Specialist
Title: Area Resource Conservationist
Location: State Office
Date: 5/24/2016

ETHICS STATEMENT
In exercising Job Approval Authority as shown below, I agree to utilize my assigned technical approval authority only for work that I am competent and qualified to perform. Economic, social, cultural and environmental impacts will be considered before a conservation practice is recommended. I will seek assistance from others when complicating factors warrant.
I also understand that conservation practices can have negative effects on some resources. I agree to consider the impacts of practices on all resources before recommending their use.

Employee signature: __________________________
Date: ______________

<table>
<thead>
<tr>
<th>Conservation Practice</th>
<th>Lead Discipline</th>
<th>Controlling Factor</th>
<th>Units</th>
<th>Job Class</th>
<th>MAX APPR AUTHORITY</th>
<th>Approved by</th>
<th>Date</th>
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<tbody>
<tr>
<td>Alley Cropping</td>
<td>EcoSci</td>
<td>Number of tree species</td>
<td>Number</td>
<td>I II III IV V</td>
<td>Planning/Design Const/Install</td>
<td>Bob Graham</td>
<td>5/24/2016</td>
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<td>EcoSci</td>
<td>Treatment type</td>
<td>Mechanics: mechanical, chemical, aboveground or burn treatment</td>
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<tr>
<td>Prescribed Burning</td>
<td>EcoSci</td>
<td>Fuel volatility</td>
<td>Fuel class</td>
<td>UNDER REVIEW</td>
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Example Report
Methods for Supporting Training Needs for ESJAA....

- Many ways to obtain experience for Ecological Science Practice Standards.
- OJT (on the job training) will always be critically important. The success of OJT resides with the employee and their work environment.
- On line training and State training has been gearing up in recent years. That will continue to be a basis for getting formal training. Keep your WLWCA support aware of training needs.
- Area Resource Conservationists (ARCs) are available as time permits to provide assistance. Request staff assistance through the NRCS Area Office for approval as workload dictates availability. Partners who provide technical assistance in planning will remain a top priority for NRCS training efforts.
- Partner employees w/existing Engineering JAA, experience should make for a quick process to attain ESJAA.
Did we see the risks and have the knowledge of the practice standard science to resolve it appropriately? Will it be the right fix?

ESJAA will help define our skills and abilities.
Thank you all ahead of time for Patience and Assistance as we implement this new process.

ESJAA will not be perfect on the front end, but in time it will be as valued and important as Engineering JAA.
NRCS - Helping People Help the Land
Productive Lands, Healthy Environment

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