



Bock Consulting

Job Analysis

Job Title	<u>Wildlife Biologist</u>	Worker	_____
DOT Number	<u>041.061-030</u>	Claim Number	_____
Employer	<u>Port of Seattle</u>	Employer Phone	<u>(206) 787-3000</u>
Employer Contact	<u>Steve Osmek</u>	Date of Analysis	<u>October 19, 2022</u>

Job of Injury
 Transferable Skills Job
 New Job
 40 Hours Per Week
 5 Days Per Week

Job Description, Essential Functions, Tasks and Skills:



The Port of Seattle is a municipal corporation created on September 5, 1911 by the voters of King County. The Port of Seattle is divided into operating divisions, plus other departments that support the divisions and the broad mission of the Port: 1) Aviation Division, 2) Maritime Division, and 3) Economic Development Division.

This job analysis is for an individual working as a Wildlife Biologist for the Port of Seattle. As part of Aviation Operations, Wildlife Biologists manage, mitigate, and control wildlife hazards, on and near the airport, that directly impact safety of flight in accordance with the Federal Aviation Administration (“FAA”) regulations and advisory circulars, and other federal and state regulators who manage wildlife populations and resources. The Biologists also train and guide the Qualified Wildlife Patrol to assist with implementing the airport’s Wildlife Hazard Management Plan (WHMP) when a Biologist is not present.

A Wildlife Biologist works a traditional 5-day workweek, 8 hours per day. Additional hours may be required in response to issues/emergencies related to wildlife concerns. The team of Biologists rotate on-call duties to ensure there is always someone available to respond to issues on the airfield, which can also include snow duty.

Essential Functions:

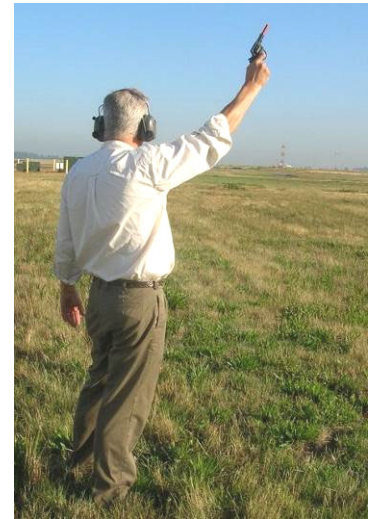
- Mitigate wildlife hazards using a variety of techniques, including use of visual and auditory harassment tools, nest removal, mammal and bird trapping, and direct control using firearms and other approved methods. Animal trapping may occur on the airfield, or in locations adjacent to the airfield (such as the top of the parking garage). Animals are captured, handled, controlled, and processed for release in another location or euthanized.





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- Maintain and provide husbandry (animal care) for lure/decoy birds and small mammals. This includes refilling feed and water for the animals kept in locations throughout the airfield, and in the indoor storage room.
- Adapt wildlife management techniques to address changing wildlife behaviors, trends, and species.
- Support the Raptor Strike Avoidance Program, including raptor monitoring, trapping, banding, marking, transportation, and release efforts.
- Perform WHMP continual monitoring activities including monthly and quarterly required wildlife surveys, in addition to performing Wildlife Hazard Assessments (WHA) and updating the WHMP, as needed.
- Complete outreach, education and coordination with neighboring communities, professional organizations, public officials, and stakeholders to address habitat issues, and wildlife management and control issues, and practices. The Biologists are required to monitor locations two miles surrounding the airport, and in some cases locations up to five miles from the airport.
- Support Wildlife Program and Strike Reporting efforts via project management, outreach, airport project and design review, data review and analysis, report preparation, and utilizing and assisting with the development of threat-alerting technologies such as Avian Radar, Runway Foreign Object Debris (FOD) detection, and Perimeter Intrusion Detection System (PIDS).
- Provide safety training of Airport Operations qualified wildlife personnel with respect to firearms, pyrotechnics and animal capture and restraint equipment.
- Support federal and state wildlife permit renewals to support WHMP requirements.
- During snow events, oversee and manage work of snow removal contractors, specifically in the airplane gate areas.



Skills and Abilities:

- Possess broad knowledge of wildlife species, habitats, behaviors, and mitigation techniques.
- Possess highly developed communication skills, including written, negotiation, presentation, facilitation, and listening skills.
- Be well organized and have good time management skills to prioritize and balance various assignments and responsibilities as needed.
- Be able to work independently and complete assigned tasks without immediate supervision, but also work within a team environment.

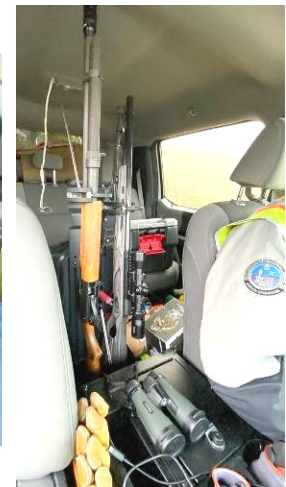


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- Be able to work with diverse internal and external stakeholders at various levels of organizations to build and maintain relationships, and to resolve problems while providing excellent guidance and customer service.
- Be able to problem solve and break down complex issues into manageable tasks, distribute work appropriately, and work through challenges as they arise.
- Be able to work outdoors in all types of weather conditions. Be able to work in areas of high noise, around various hazardous environments, and work at heights and/or in enclosed areas.
- Be able and willing to comply with all work rules, and safety, and Personal Protective Equipment requirements.

Machinery, Tools, Equipment, Personal Protective Equipment:

- Work trucks (3/4-ton pickup trucks) with canopies and pull-out truck bed sliding platform.
- Animal control related conibear traps, padded-leghold traps, suitcase traps, and snares. Blankets.
- Remote trap monitor and alert equipment (TrapSmart).
- Rifles, shotguns, handguns, and air rifles and accessories. Cartridges, shotgun shells, and pellets.
- Pyrotechnic devices used as non-contact animal deterrents (launchers, bangers, screamers, blanks).
- Gun racks. Gun cleaning supplies.
- 2-way radios. Mobile device (cell phone) with camera.
- Binoculars. Spotting scopes.
- 5-gallon water jugs and buckets.
- Water hoses and nozzles.
- Animal crates and carriers. Raptor hoods. Bird bands.
- CO₂ tanks with hoses.
- Long-handled nets and throw nets.
- Various hand and power tools.
- Ladders. Portable freestanding canopy.
- Avian radar and other detection technology equipment.
- Canoe and paddles. Boat trailer. Utility trailer.
- Trailer with battery operated clay target thrower.
- Safety cones. Safety signs.
- Freezer. Garbage cans and bags.





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- Plastic storage totes.
- Protective equipment, including safety vest, gloves, ear and eye protection, fall harnesses, headlamps, and waders.
- Windows-based computers/devices with applicable software, including Microsoft Office applications.
- General office equipment, including desks, chairs, shelves, printer/copier, and scale.
- General office supplies, such as rulers, scissors, file folders, binders, copy paper, writing instruments, notepads, etc.



Filling 5-gallon water jug.



Carrying water jug to bird trap.



Catching birds with net.



Captured hawk.



Demonstrating raptor handling.



Raptor handling work area.



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Removing blanket from trap.



Trap with live bait bird.



Garage roof trap location.



Animal carriers and crates.



Transporting ladder.



Workbench and feed storage.



Clay target thrower.



Freezer containing animal carcasses.



CO₂ tank.



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Canoe and animal crates.



Aviation radar trailer.



Office work area.

Education / Training:

Minimum Requirements:

- Bachelor of Science in Wildlife Biology.
- Three (3) years of experience in wildlife management and control. Two years of experience may be substituted for one year of education.
- Possess valid Washington State Driver's License, or have the ability to obtain one.
- Have/establish and maintain Washington State residency.
- At the time of hire, must be able to provide proof of full COVID-19 vaccination status.
- Pass Transportation Security Administration background check, as well as a criminal history background check with the Federal Bureau of Investigation.
- Concealed Pistol License or have the ability to obtain one within 6-months of employment.
- Training and or enough hands-on experience with computers to have a working knowledge of Windows-based computers, related accessories, keyboarding, data entry, Microsoft Office applications, and electronic mail software.

Preferred Qualifications: Masters in Wildlife Biology and five (5) years of experience in airport wildlife management and control.

Per the Dictionary of Occupational Titles (DOT): 041.061-030 Biologist

Specific Vocational Preparation (SVP): 8 (Highly Skilled - From four to ten years)



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COGNITIVE AND BEHAVIORAL ELEMENTS/DEMANDS

Frequency Definitions:	
Rarely = May occur less than 1% of the time.	Frequently = Occurs 33-66% of the time.
Occasionally = Occurs 1-33% of the time	Continuously = Occurs 66-100% of the time
Never = Does not ever occur.	
Comprehension	
Articulating and comprehending information in conversations.	Continuously
Reading, comprehending, and using written materials.	Occasionally
Understanding and solving problems involving math and using the results.	Occasionally
Using technology/instruments/tools & information systems.	Continuously
Working with two- and three-dimensional formats.	Occasionally
Remembering	
Remembering spoken instructions.	Continuously
Remembering written instructions.	Frequently
Remembering visual information.	Continuously
Recalling information incidental to task at hand.	Continuously
Memorizing facts or sequences.	Occasionally
Remembering simple instructions.	Continuously
Remembering detailed instructions.	Frequently
Learning & Processing	
Effectively learning and mastering information from classroom training.	Rarely
Effectively learning and mastering information from on-the-job training.	Continuously
Learning from past directions, observations, and/or mistakes.	Continuously
Using common sense in routine decision making.	Continuously
Recognizing and anticipating potential hazards and taking precautions.	Continuously
Thinking critically and making sound decisions.	Continuously
Integrating ideas and data for complex decisions.	Frequently
Determining and following precise sequences.	Occasionally
Coordinating and compiling data and information.	Occasionally
Analyzing, synthesizing data and information.	Occasionally
Tasking and Planning	
Performing repetitive or short-cycle work.	Rarely
Working under specific instructions.	Continuously
Completing complex tasks.	Frequently
Directing, controlling, or planning for others as necessary for basic tasks.	Occasionally
Directing, controlling, or planning for others as necessary for complex tasks.	Occasionally
Multi-tasking.	Occasionally
Planning, prioritizing, and structuring daily activities.	Continuously



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Use Appropriate Behavior for Professional Work Environment	
Receiving criticism and accepting limits appropriately.	Occasionally
Maintaining emotional control and organization under increased stress.	Continuously
Maintaining socially appropriate affect, temperament, and behavior.	Continuously
Monitoring own quality of performance and altering behaviors to correct mistakes or improve outcome.	Continuously
Working independently and/or unsupervised.	Continuously
Adapting to frequent interruptions, changes in priorities, or changes in work location.	Occasionally
Responding effectively to emergency situations.	Rarely

Frequency Designations: Required Beneficial Not Necessary	
Maintaining Attendance and An Assigned Work Schedule	
Maintaining predictable and reliable attendance each work shift.	Beneficial
Being punctual.	Beneficial
Taking rest periods at set times or only at times determined by breaks in job responsibilities.	Not Necessary
Adjusting to a flexible schedule of work days and or shifts.	Beneficial



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PHYSICAL DEMANDS

N/A: Not Applicable

S: Seldom (1-10% of the time)

O: Occasional (10-30% of the time)

STRENGTH: Sedentary Light

Frequency

F: Frequent (30%-70% of the time)

C: Constant (Over 70% of the time)

WNL: Within Normal Limits (talking, hearing, etc.)

Medium Heavy Very Heavy

Comments

Sitting	F	Driving truck, working in office, participating in meetings.
Standing	O	Capturing live animals, working on animal traps, filling water jugs, performing husbandry tasks, working in storage room, working at workbench.
Walking	F	May be over concrete, asphalt, grass, dirt, rocks, mud, even or uneven terrain, steep slopes and terrain, tile, carpet, snow.
Running	N/A-S	If pursuing a live animal.
Lifting (up to 10 pounds)	F	Small animal traps, top of larger animal traps (10-15 lbs.), birds and smaller animals, animal carriers and crates, scoops of feed, water nozzle (5 lbs.), binoculars and scopes, long-handled nets (1-2 lbs.), throw nets (5 lbs.), firearms and ammunition, bags of animals, mobile devices, trolling motor (10 lbs.), rocks to weigh down blankets on traps, laptop computer (may be in computer bag with documents), office supplies.
Lifting (10 to 30 pounds)	O	Base of larger animal traps (20-25 lbs.), partially full 5-gallon water jugs, buckets of feed (up to 25 lbs.), larger animals, bags of animal carcasses (up to 30 lbs.), box of clay targets (20 lbs.), case of shotgun shells (23 lbs.), full garbage cans (up to 25 lbs.), plastic storage totes with supplies (10-30 lbs.), toolboxes (10-30 lbs.), ladders (up to 30 lbs.), portable freestanding canopy (30 lbs.).
Lifting (30 to 60 pounds)	S	Full 5-gallon water jugs (45 lbs.), bags of feed (45-50 lbs.), tongue of boat trailer (35 lbs.), rolling gun rack (50 lbs.), tongue of utility trailer (60 lbs.), battery for trolling motor (est. 45-50 lbs.), small portable generator (50 lbs.).
Lifting (60 to 100 pounds)	Rarely	Tongue of trailer with battery operated clay target thrower (100 lbs.), rolls of wire mesh (est. 100 lbs.), canoe (80 lbs.).
Carrying (up to 10 pounds)	F	Small animal traps, top of larger animal traps (10-15 lbs.), birds and smaller animals, animal carriers and crates, binoculars and scopes, long-handled nets (1-2 lbs.), throw nets (5 lbs.), firearms and ammunition, bags of animals, mobile devices, trolling motor (10 lbs.), rocks to weigh down blankets on traps, laptop computer (may be in computer bag with documents), office supplies.
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Carrying (60 to 100 pounds)	Rarely	Tongue of trailer with battery operated clay target thrower (100 lbs.), rolls of wire mesh (est. 100 lbs.), canoe (80 lbs.).
Pushing/Pulling (up to 30 pounds of force)	S	Opening/closing doors, dragging larger traps short distances to avoid build-up of animal waste under trap (est. 10-15 lbs.), pulling/pushing truck bed sliding platform (est. 10-20 lbs.), pulling large water hose (20 lbs.), positioning ladders, using tools, pulling and reconnecting chain across access road (15 lbs.), dragging cans in which feed is stored (est. 30 pounds).
Climbing Stairs	S	Using side step to get into truck. May encounter other stairs in the field.
Climbing/Work on Ladders	N/A-S	Accessing garage roof trap locations, working with aviation radar equipment.
Working at Heights/Balancing	N/A-S	Working in garage roof trap locations.
Bending Neck	C	Within normal limits.
Twisting Neck	F	Within normal limits.
Bending at Waist	F	Performing assigned tasks.
Twisting at Waist	O	Performing assigned tasks. Note: Worker can mitigate twisting by moving feet while working.
Crouching/Squatting	S	Working on traps, capturing live animals, gathering supplies.
Kneeling	N/A-S	Capturing live animals, working on traps.
Crawling	N/A-S	Working on traps, capturing live animals.
Stooping	S	Entering and moving within larger bird traps, entering truck bed with canopy.
Reaching - Below waist	O-F	Performing assigned tasks.
Reaching - Waist to shoulder	F	Performing assigned tasks.
Reaching - Above shoulder	S	Performing assigned tasks.
Handling/Grasping	C	40 % Pinch Grasp 60 % Whole Hand Grasp
Forceful Grasping	S	Lifting and carrying 5-gallon water jugs and other heavy items, discharging firearms, using tools.
Fine Finger Manipulation	O	Operating controls in truck, using 2-way radios and mobile devices, working with traps, working with animals, discharging firearms, writing, using computer mouse.
Keyboarding	S-O	Entering data into computer, preparing reports and correspondence, and creating and responding to emails.
Writing	N/A-S	Taking notes in field, while on the phone, or in meetings.
Repetitive Motion	N/A	
Driving	O-F	Driving on airfield, locations adjacent to the airfield, off site destinations. May be over even or uneven terrain, speed bumps. May tow trailers to various locations.
Foot Controls	O-F	While driving.
Vibratory Tasks - Low	N/A	



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Vibratory Tasks - High	N/A-S	Discharging firearms.
Talking	F	Communicating with supervisors, co-workers, airfield tower, community representatives, and the public.
Hearing	C	Communicating with supervisors, co-workers, airfield tower, community representatives, and the public. Listening for calls, radio traffic, or hazards.
Seeing/Vision	C	Within normal limits, with or without correction.
Normal Job Site Hazards	C	Driving vehicle on airfield, bites, scratches, and punctures from handling live animals, firearms, carrying heavy objects, loud noises (large airplanes and pyrotechnics), airplane exhaust and other fumes, working at heights.
Expected Environmental Conditions	C	In the field: estimated 70-90% of time. Fieldwork is performed on and around the airfield in all types of weather conditions and temperatures. The airfield is a high noise environment (large airplanes), with exposure to fumes (airplane exhaust). Indoors: estimated 10-30% of time. Working in temperature-controlled office space or storeroom.

The above job analysis represents the requirements of a specific job based on personal observations, discussions with employer representatives, and/or workers. On occasion, practicality and feasibility prevent the direct observation and/or gathering of objective quantifiable data. For this reason, a "best estimate" may have been used when reporting physical demand frequencies.

Analysis was done on the job site? Yes No

Job Analysis Reviewed By: David Crowner, Mark Coates, Steve Osmeck, and Alex Lauber

Completed by Vocational Provider Brice York, B.A., CDMS

Date October 19, 2022 Signature of Vocational Provider _____



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FOR PHYSICIAN'S/EVALUATOR'S USE ONLY

- The injured worker can perform the physical activities described in the job analysis and can return to work on _____
- The injured worker can perform the physical activities described in the job analysis on a part-time basis for _____ hours per day. The worker can be expected to progress to regular duties in _____ weeks/months.
- The injured worker can perform the described job, but only with the modifications/ restrictions in the attached report and/or listed below. These modifications/restrictions are (check one):
 - Temporary for _____ weeks _____ months
 - Permanent
- The injured worker cannot perform the physical activities described in the job analysis based on the physical limitations in the attached report and/or listed below. These limitations are (check one):
 - Temporary for _____ Weeks _____ months
 - Permanent

COMMENTS:

Date _____ Physician's/Evaluator's Signature _____

Physician's/Evaluator's Name Printed _____

PLEASE RETURN COMPLETED FORM VIA FACSIMILE TO:

Port of Seattle Employee Health & Safety Department at (206) 787-3406