



GEORGIA

DEPARTMENT OF NATURAL RESOURCES

LAW ENFORCEMENT DIVISION

Law Enforcement Off The Pavement

MARK WILLIAMS
COMMISSIONER

EDDIE HENDERSON
COLONEL

TO: Conservation Ranger 1 (Game Warden) Applicant

FROM: DNR Law Enforcement Division

RE: Application Process

Thank you for considering a position in the DNR Law Enforcement Division as a Conservation Ranger 1 (Game Warden). Prior to submitting the DNR P.O.S.T. Certified Position Application for Employment, please look over the attached information consisting of the following:

- Conservation Ranger 1 (Game Warden) Advertisement
- DNR Law Enforcement Employment Standards
- Conservation Ranger (Game Warden) Qualifications for Employment, Testing Information, and Duties
- DNR P.O.S.T. Certified Position Application for Employment

Once you have reviewed this information, please complete the attached DNR P.O.S.T. Certified Position Application for Employment and submit it **along with** your current P.O.S.T. Certification Certificate (if applicable) or a copy of your POST Entrance Exam results to the following address:

DNR Training Academy
ATTN: Conservation Ranger Employment
1000 Indian Springs Drive
Forsyth, GA 31029

DNR is currently accepting applications for Conservation Ranger 1 (Game Warden).

Conservation Ranger 1 (Game Warden)

The **DNR Law Enforcement Division** is looking for self-motivated men and women with a good work ethic and a desire to protect Georgia's beautiful natural resources and to provide a positive public safety presence for all of our citizens.

Are you looking for a challenging and exciting career, where you can enjoy the outdoors, serve the public and work on a team where you are valued and appreciated? Have you ever considered becoming a Conservation Ranger?

A Conservation Ranger (more commonly known as a Game Warden) is a peace officer certified by the Georgia Peace Officer Standards and Training (P.O.S.T.) Council and is employed by the Georgia Department of Natural Resources to enforce wildlife, environmental, boating and other State and Federal laws, rules and regulations.

Patrols are made by boat, aircraft, ATV and on foot. Conservation Rangers conduct hunter and boater education classes and informative presentations for interested groups concerning hunting, fishing, boating, anti-littering and environmental laws.

Job Title: Conservation Ranger 1

Job Code: PSP040

Entry Salary: \$41,236.08

JOB DESCRIPTION

Under supervision, interprets and enforces the state laws, rules and regulations provided for the conservation and protection of natural resources. This is the entry/training level of the Conservation job series.

MINIMUM QUALIFICATIONS

Associates / Technical degree from an accredited college or university.

OR

Completion of equivalent coursework (90 quarter hours or 60 semester hours) from an accredited college or university.

NOTE: Certificates and/or accumulated hours from a technical college, without an associate's degree, do not qualify.

NOTE: Applicants must be at least 21 years of age and meet all requirements for P.O.S.T. Certification.

In addition to the above minimum qualifications:

Applicants who are not P.O.S.T. Certified must pass the P.O.S.T. Entrance Exam to be considered for a Conservation Ranger position. A copy of the test scores must be included with the application when applying for a Conservation Ranger position.

NOTE: P.O.S.T. Entrance Exam Information is located on the Careers page of the DNR website at <http://www.gadnr.org/careers> in the P.O.S.T. Entrance Exam section.

Applicants who are P.O.S.T. Certified must provide a copy of their P.O.S.T. Certification Certificate when applying for a Conservation Ranger position.

LEGAL REQUIREMENTS

Applicants must:

- Be at least 21 years of age
- Be a citizen of the United States
- Be eligible to obtain a valid Georgia Driver's License at the time of appointment

MEDICAL STANDARDS

Vision

Minimum distant vision of 20/60 correctable to 20/40 in each eye.

Hearing

Hearing loss not greater than 24dBA average of 500, 1000 and 2000 frequencies in the better ear.

PREFERRED QUALIFICATIONS

Preference may be given to:

- Applicants who are currently P.O.S.T. Certified.
- Applicants who already possess experience and knowledge in the areas of hunting, fishing, boating and other related outdoor activities.
- Applicants with an Associate's degree, or higher, with a major in a related field such as Wildlife Management, Criminal Justice, Natural Science or Forestry.

Applicants must complete the DNR P.O.S.T. Certified Position Application for Employment and submit it along with their current P.O.S.T. Certification Certificate (if applicable) or a copy of their P.O.S.T. Entrance Exam results to the following address:

DNR Training Academy
ATTN: Conservation Ranger Employment
1000 Indian Springs Drive
Forsyth, GA 31029

Or you may send your documents electronically to ***DNR.Training.Academy@dnr.ga.gov***

Additional information regarding the Law Enforcement Division can be found at:
www.gadnrle.org

DNR Law Enforcement Division

Law Enforcement Employment Standards

Employment in a state law enforcement agency involves public trust. The Department of Natural Resources, Law Enforcement Division will employ only those persons whose conduct, character, and behavior does not discredit them or the Department of Natural Resources, Law Enforcement Division. The DNR LED employment process will address the integrity, ethical conduct, honesty, prejudices, financial responsibility (credit), and past behavior of all applicants. We employ the following standards for the hiring of candidates for POST Certified positions.

Any of the following will disqualify persons from employment in a POST Certified position with the DNR, LED:

A. GENERAL

1. Deliberate misrepresentation, falsification or omission on any application, preliminary interview questionnaires, polygraph, work history, background documents, or pre-employment documents.
2. Deliberately making inaccurate, misleading, false, or fraudulent statements during the employment process
3. Conduct or activity which reflects a disregard for local, state, or federal laws or which conflicts with the standards of behavior or ethical principles of the DNR, LED
4. Delinquency on education or government loans unless the applicant is on an approved payment plan
5. Personal state or federal tax liability unless the applicant is on an approved payment plan
6. Failure to meet required educational or professional licensing or certification.

B. CRIMINAL HISTORY

Candidates will be removed from consideration for employment upon discovery of:

1. Sufficient misdemeanor convictions to establish a pattern of disregard for the law
2. Any felony conviction
3. Any outstanding criminal charge pending adjudication
4. Current criminal probationary status
5. Admission to, or discovery of, involvement in any crime of a serious or aggravated nature
6. Ongoing criminal activity or history of criminal activity other than minor traffic offenses.

C. FINANCIAL HISTORY STANDARDS

Candidates for employment will be removed from consideration for employment upon discovery of:

1. Poor management of personal finances within the past five years. Debts, pending civil suits, garnishments, dispossessory warrants, bankruptcies, etc., will be investigated to determine a candidate's suitability for employment
2. Failure to provide requested financial documentation of bankruptcies, tax liens, delinquent loans, etc., within the time limit specified by the background investigator

D. DRIVER'S HISTORY

1. Any number of traffic offense convictions and/or pleas of *nolo contendere* sufficient to establish a pattern of disregard for the law. When a pattern is demonstrated, a candidate must not have any violations within three (3) years of the application date
2. Any conviction or plea of *nolo contendere* to Driving Under the Influence of Drugs or Alcohol (DUI) within the past five (5) years
3. Any conviction or plea of *nolo contendere* within the past five (5) years for any serious traffic offense, including, but not limited to:
 - a. Fleeing or Attempting to Elude a Police Officer
 - b. Vehicular Homicide (misdemeanor)
 - c. Failure to Stop, Render Aid, or Leave Information
 - d. Racing
4. Five or more convictions and/or pleas of *nolo contendere* within the past two (2) years for any moving violations
5. Applicants must possess a valid driver's license with no restrictions other than corrective lenses
6. Outstanding traffic charges pending adjudication may delay processing of application for employment

E. ALCOHOL

1. Apparent intoxication or the odor of alcoholic beverage about the breath or person of an applicant at any pre-employment appointment
2. Any pattern of use that suggests unrehabilitated alcohol abuse

F. ILLEGAL DRUG USE

1. Any of the following will disqualify a person from employment in a sworn position with the DNR, LED:
 - a. Current illegal drug use
 - b. Deliberate misrepresentation of illegal drug history in connection with the application and employment process
 - c. Illegal sale, distribution, transporting, possession, or manufacturing (to include growing) of any drug
 - d. Illegal use of any drug while employed in any law enforcement or criminal justice position or while employed in any position which carries a high level of responsibility or public trust
 - e. Deliberate association of a personal nature within the past one (1) year with persons who use or possess illegal drugs in the presence of the applicant. Deliberate association will be determined by:
 1. Number of instances
 2. Circumstances of incident(s)
 3. Applicant's response or lack of response to the incident(s)
 - f. Use or illegal possession of marijuana or any cannabis derivative within three (3) years of the application date
 - g. Any pattern of marijuana, or any cannabis derivative, use or illegal possession that suggests un-rehabilitated substance abuse
 - h. Use or illegal possession of any illegal drug or combination of illegal drugs, other than marijuana or any cannabis derivative, within ten (10) years of the application date
 - i. Use or illegal possession of any illegal drug or combination of illegal drugs, other than marijuana or any cannabis derivative, more than five (5) times
 - j. Any pattern of drug use that suggests un-rehabilitated substance abuse
 - k. Use of any prescription drug prescribed to another will be evaluated by the LED Director.

G. WORK HISTORY

Applicants may be disqualified from employment based upon a review of records and related suitability as determined by the DNR, LED Director or other authorized personnel for any of the following:

1. Failure to provide complete employment history, including complete addresses, phone numbers, and accurate dates of employment
2. Discharge from previous employment(s)

3. Unsatisfactory job performance in previous employment(s)
4. Resignation from previous employment with pending criminal or administrative charges or while under investigation
5. Suspension or revocation of professional certification or license
6. Discipline or citation for a breach of professional ethics or unprofessional conduct
7. Arrest for a felony or misdemeanor when such an incident has a job-related impact
8. Any combination of incidents that demonstrates an unstable work history, including, but not limited to:
 - a. Frequent job changes
 - b. Negative recommendation by previous employer(s)
 - c. Excessive absenteeism and/or tardiness
 - d. Negative attitude toward supervision
 - e. Poor job performance based upon lack of willingness or inability to accept responsibility, follow instructions, or fulfill obligations
 - f. Excessive disciplinary actions
 - g. Poor relationships with fellow employees and/or supervisors
 - h. Complaints or reports of workplace violence, harassment or discrimination against another

H. MILITARY HISTORY STANDARDS

Any of the following will disqualify persons from employment with the DNR, LED:

1. Any discharge from military service with less than honorable conditions. General discharges will be investigated to determine candidate's suitability for employment
2. Any disciplinary actions initiated while serving in the military that are determined to impact upon the applicant's suitability for employment

I. BODY ART, TATTOOS, BRANDS, IMAGES, EXPRESSIONS

1. Body art, tattoos, brands or images that are visible or may become visible while on duty or in uniform are prohibited.
2. Body piercing which is visible anytime while on duty and/or in uniform is prohibited.
3. The display of any unprofessional or offensive image, phrase or other expression, or excessive tattoos shall not be tolerated.
 - a. For the purpose of this section, "display" includes:
 1. May become visible during member's work activities, and or

2. The image, phrase or other expression is found on any clothing item or accessory worn by the member at any time.
- b. Unprofessional or offensive shall include but not limited to:
1. Depictions of nudity, violence or criminal activity
 2. Sexually explicit/vulgar art, words, profane language
 3. Symbols likely to incite a strong negative reaction in any group, i.e. swastikas, etc.
 4. Initials, symbols or acronyms that represent criminal or historically oppressive organizations or activities e.g. AB, KKK, SS, street gang names, and/or symbols.