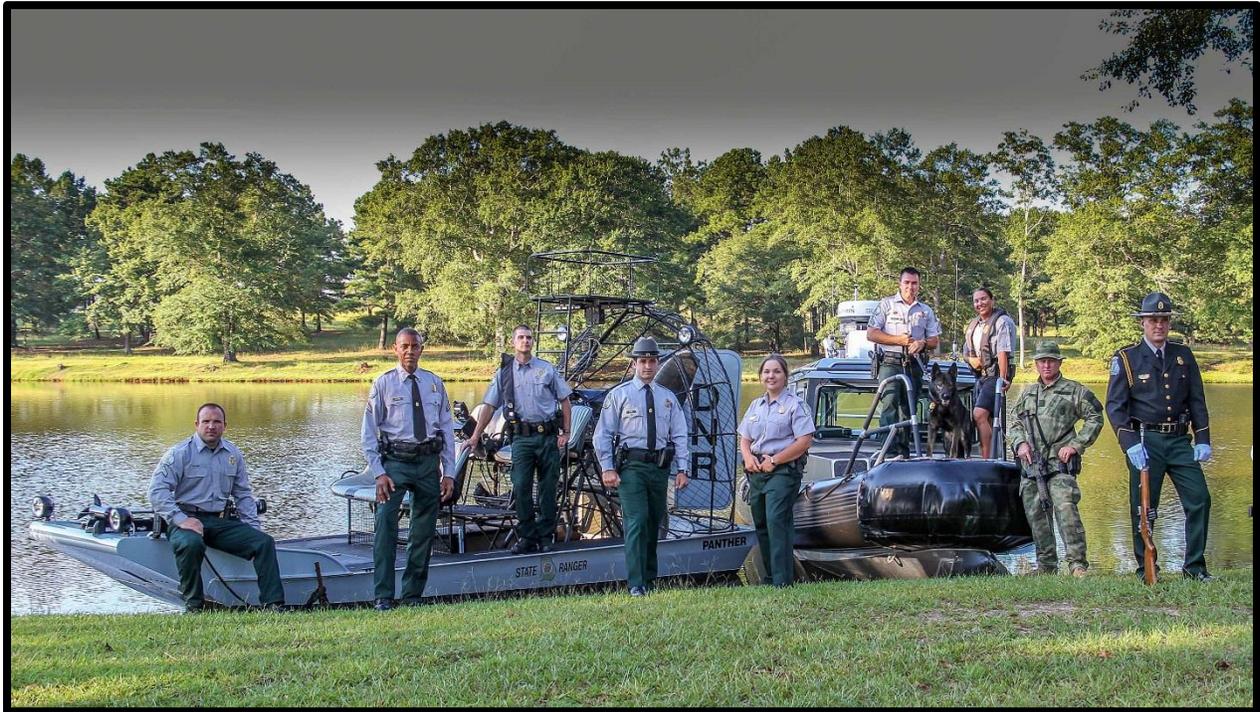


Becoming a CONSERVATION RANGER



Georgia Department of Natural Resources

LAW ENFORCEMENT – *Off the Pavement*

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What is a Conservation Ranger

A Conservation Ranger (Game Warden) is a Peace Officer certified by the Peace Officer Standards and Training (POST) 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.



Qualifications for Employment

Conservation Ranger 1 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 POST Certification.

In addition to the above minimum qualifications:

Applicants who are not POST Certified must pass the POST 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.

Applicants who are POST Certified must provide a copy of their POST Certification Certificate when applying for a Conservation Ranger position.

Conservation Ranger 1 Preferred Qualifications

Preference may be given to:

- Applicants who are currently POST 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.

Necessary 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.

POST Entrance Examination

Applicants who are POST Certified must provide a copy of their POST Certification Certificate when applying for a Law Enforcement position with the Georgia Department of Natural Resources.

POST Entrance Examination Information

Applicants who are not POST Certified must pass the POST Entrance Exam to be considered for Law Enforcement positions within DNR. As of January 1, 2009 the **ASSET** and **COMPASS** exams are the official POST Entrance Exams for law enforcement candidates. The **ASSET** and **COMPASS** exams are administered through the Technical College System of Georgia at various Technical Colleges throughout Georgia.

Effective September 1, 2016 the **ACCUPLACER** test will become the official POST Entrance Exam for law enforcement candidates. The **ACCUPLACER** test is administered through the Technical College System of Georgia at various Technical Colleges throughout Georgia. The **ACCUPLACER** test is a computer-based exam that provides immediate results. This test measure reading, writing and numerical skills.

Also scores from the ASSET exam, COMPASS exam, SAT, ACT and CPE are accepted. Below are the minimum scores required for satisfying OCGA 35-8-8 regarding completion of the POST Entrance Examination:

TEST PORTION	ACCUPLACER	ASSET	COMPASS	SAT	ACT	CPE
Reading	55	38	70			
Writing	60	35	32			
* Numerical	34	35	26			
Verbal or Critical Reading / Reading				430		75
Verbal or English and Reading					18	
Math				400	16	75
English						75

* - This score is used for evaluation purposes only and does not determine whether a candidate successfully passes the exam. Persons attending the Basic Law Enforcement Training Course (BLETC) at one of the Technical Colleges in Georgia are required to achieve this minimum score.

Applicants who are not POST Certified are required to provide a copy of their test results when applying for a Conservation Ranger position with DNR.

POST Entrance Exam Information, including testing locations, can be found on the Careers page of the DNR website at www.gadnr.org/careers.

Applicants taking the POST Entrance Exam are required to take a completed **POST Entrance Examination Access Form** to the test site. This form is found on the Careers page of the DNR website at www.gadnr.org/careers.

There is a \$15 - \$25 fee to take either of these exams. This fee is payable at the exam location.

POST Entrance Examination Access Form

POST Entrance Exam applicants must take a completed copy of the **POST Entrance Exam Access Form** to the testing location when taking the exam. This form can be found on the Careers page of the Georgia Department of Natural Resources website at www.gadnr.org/careers.

POST Entrance Examination Testing Locations

The POST Entrance Exam Technical College Location Listing can be found on the Careers page of the DNR website at www.gadnr.org/careers.

Testing varies by location, please contact the test site directly to get testing information, directions, etc...

REMINDER: Applicants must take the POST Entrance Exam Access Form with them to the test location.

ACCUPLACER Exam Sample Questions and Information

An **ACCUPLACER** test sample questions for students is available by visiting <https://secure-media.collegeboard.org/digitalServices/pdf/accuplacer/accuplacer-sample-questions-for-students.pdf>

Selection Process

The selection process for Conservation Ranger employment is designed to evaluate an applicant's suitability for a career with DNR.

The Law Enforcement Division (LED) will conduct a hiring process one time per year, in the late spring and enroll their Cadet(s) in the Basic Law Enforcement Training Course at the earliest possible date, typically July.

Applicants that are already POST Certified upon hire will go through the LED Field Training Officer (FTO) Program prior to attending the DNR Academy in January.

Background Investigation

All applicants are subject to a background investigation. An applicant must not have been convicted of any crime, for which the punishment has been imprisonment in a Federal or State prison, nor shall he/she have been convicted of sufficient misdemeanors to establish a pattern of disregard for the law.

Each applicant must successfully pass a polygraph examination. The polygraph examination will consist of a series of questions, dealing with substance abuse and/or criminal activity.

Physical Skills

An applicant must pass a physical agility test demonstrating physical skills, which are used in the performance of duties as a Conservation Ranger. The physical agility test consists of the following events:

¾ mile run in less than 7:42

¾ mile obstacle run in less than 9:17

50-yard fully clothed swim

Oral Interview

Each applicant must compete for current vacancies before a panel of experienced Conservation Rangers. The panel will ask each applicant a series of questions to determine the applicant's experience and knowledge in the areas of hunting, fishing, boating and related outdoor activities. The applicant's appearance, demeanor, verbal skills and ability to make sound judgment will also be assessed during the interview.

Medical Evaluation, Drug Screening and Psychological Evaluation

All applicants must successfully pass a thorough medical examination by a licensed physician. All medical standards must be met in the areas of vision, hearing, ENT, cardiovascular, respiratory, gastrointestinal, rectal, hernia, genital/urinary, back and neck, extremities, nervous system, emotional stability and laboratory analysis.

Conditional Employment

Applicants selected to fill Law Enforcement positions, who are not POST Certified, must accept Conditional Employment with DNR. The terms of this Conditional Employment are as follows:

- Upon hire, the employee must attend an 11-week Basic Law Enforcement Training Course to obtain their POST Certification at one of the Georgia Public Safety Training Center (GPSTC) Regional Academies located in Athens; Augusta; Austell; Columbus; Forsyth; Savannah; Tifton.
- Upon obtaining POST Certification, the employee is then required to complete a 14-week DNR Academy at the GPSTC located in Forsyth.

NOTE: Applicants must successfully complete the Basic Law Enforcement Training Course and the DNR Academy in order to continue employment with DNR.

Training

Applicants who are not POST Certified must attend an 11-week Basic Law Enforcement Training Course at one of the Georgia Public Safety Training Center Regional Academies upon hire.

Upon obtaining their POST Certification, Cadets will attend 14 weeks of mandated law enforcement training at the DNR Academy located at the Georgia Public Safety Training Center in Forsyth, GA. Upon successful completion of this training, the applicant will become a Conservation Ranger.

The next step in the training process is a six-month probationary field-training period. Conservation Rangers also receive annual in-service training updates consisting of a minimum of 20 hours each year.

Conservation Rangers may also apply for advanced training such as the US Coast Guard National Boating School, Federal Marine Law Enforcement Training Program and the FBI National Academy and Command College.

NOTE: Applicants who are POST Certified upon hire will start the field training period prior to attending the DNR Academy in January.



Career Progression

The Career Path of a Conservation Ranger includes:

- Conservation Ranger 1
- Conservation Ranger 2
- Conservation Ranger 1st Class
- Conservation Ranger 1st Class 2
- Conservation Corporal
- Conservation Sergeant
- Conservation Lieutenant
- Conservation Captain
- Conservation Major

Job Summary / Promotion Criteria

Conservation Ranger 1

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.

Conservation Ranger 2

Under general supervision, interprets and enforces the state laws, rules and regulations provided for the conservation and protection of natural resources.

Promotion Criteria - At least one year of experience as a Conservation Ranger 1 and completion of the Ranger Academy and the Field Training Officer (FTO) Program.

Conservation Ranger 1st Class

Under broad supervision, interprets and enforces the state laws, rules and regulations provided for the conservation and protection of natural resources.

Promotion Criteria - Three years of experience with at least one year as a Conservation Ranger 1 and at least two years as a Conservation Ranger 2.

Conservation Ranger 1st Class 2

Under limited supervision, interprets and enforces the state laws, rules and regulations provided for the conservation and protection of natural resources.

Promotion Criteria - Eight years of experience with at least one year as a Conservation Ranger 1, at least two years as a Conservation Ranger 2 and five years as a Conservation Ranger 1st Class.

Conservation Corporal

Under minimal supervision, interprets and enforces the state laws, rules and regulations provided for the conservation and protection of natural resources, the Georgia Boating Safety Act and environmental laws. Supervises in the absence of the Sergeant.

Promotion Criteria - At least one year of experience as a Conservation Ranger 1st Class or Conservation Ranger 1st Class 2. This is a competitive promotion.

Conservation Sergeant

Supervises and directs the work assignments of subordinate staff. Assists in the training and development of new employees, plans and conducts education and training sessions, conferences and professional meetings. Interprets and enforces the state/federal laws, rules and regulations provided for the conservation and protection of natural resources, the Georgia Boating Safety Act and environmental laws.

Promotion Criteria - At least six months of experience as a Conservation Corporal. This is a competitive promotion.

Conservation Lieutenant

Plans and manages the enforcement of state laws, rules, and regulations provided for the conservation and protection of natural resources. Developments and implements conservation policies and procedures. Manages subordinate supervisors and staff.

Promotion Criteria - At least one year of experience as a Conservation Sergeant. This is a competitive promotion.

Conservation Captain

Plans and assists with directing the enforcement of state laws, rules, and regulations provided for the conservation and protection of natural resources. Developments and implements conservation policies and procedures. Directs subordinate managers and staff.

Promotion Criteria - At least one year of experience as a Conservation Sergeant or Conservation Lieutenant. This is a competitive promotion.

Conservation Major

Oversees the enforcement of state laws, rules, and regulations provided for the conservation and protection of natural resources. Developments and implements conservation policies and procedures. Provides leadership to subordinate managers and staff. Oversees field and/or Special Operations.

Promotion Criteria - At least one year of experience as a Conservation Lieutenant or Conservation Captain. This is a competitive promotion.

Assignments

Applicants for Conservation Ranger positions must be willing to work anywhere in the state of Georgia. Assignments vary from county responsibilities to boating safety positions on lakes and reservoirs and coastal saltwater.

Additional Information

For additional information on becoming a Conservation Ranger, please call the DNR Training Academy in Forsyth, GA at (478) 993-4540 or (478) 993-4545, or e-mail the DNR Training Academy at DNR.Training.Academy@dnr.ga.gov

Written inquiries must be submitted to the DNR Training Academy at:

**DNR Training Academy
1000 Indian Springs Drive
Forsyth, GA 31029**