
CONSERVATION OFFICER I(Job Id 46691)

Location: US:NH:CONCORD

Occupation 33-0000 Protective
Category: Service Occupations

Employment Type: FULL-TIME

Post Date: 03/20/2025

Close Date: 05/01/2025

Salary: 25.950-34.390
USD

Description

State of New Hampshire Job Posting NH Fish and Game Department Law Enforcement Division

11 Hazen Drive Concord, NH 03301

Conservation Officer I \$25.96 - \$34.39

***See total compensation information at the bottom of
announcement.**

The NH Fish and Game Department is seeking applications from those individuals who are seriously interested in applying for
the Conservation Officer I

OFFICAL COLLEGE TRANSCRIPTS, DD 214 FORMS OR FULL TIME POLICE CERTIFICATION REQUIRED

The State of New Hampshire, Fish and Game Department, Law Enforcement Division has a full-time vacancy for Conservation
Officer I.

Summary: To contribute to on-going agency goals for the development and maintenance of favorable outdoor recreational
conditions by enforcing state laws, rules, and regulations concerning fish, wildlife and marine resources, off-highway recreational
vehicles (OHRVs) and snowmobiles, while also conducting search and rescue operations in the woodlands and inland waterways of
the State.

MINIMUM QUALIFICATIONS:

OFFICIAL COLLEGE TRANSCRIPTS, DD 214 FORMS OR FULL TIME POLICE CERTIFICATION REQUIRED

Education: Associate's degree or 60 credit hours from an accredited institute of higher education.

Experience: No experience required.

OR

Education: High school diploma or high school equivalency credential.

Experience: Two years of full-time employment as a certified police officer in a recognized jurisdiction

or

two years of experience in the military on full-time active duty with an honorable discharge.

License/Certification: Upon appointment, candidates must obtain a New Hampshire driver's license in compliance with the state statutes governing driver's licenses and registrations.

SPECIAL REQUIREMENTS:

1. Citizenship/Age: Applicants must be a U.S. citizen. Applicants must reach age 21 within one year from the date of the administered written examination.

2. Eyesight and Hearing: Applicants must have at least 20/40 uncorrected vision in each eye with corrected vision to 20/20 in each eye and normal uncorrected depth and color perception. Applicants must possess normal hearing, without the use of hearing aids, sufficient to enable performance of essential job functions.

3. Selection Process: For appointment consideration, the Conservation Officer selection process requires that candidates (1) pass a written examination measuring possession of knowledge, skills and abilities identified as necessary for satisfactory job performance by this class specification, (2) pass a job-related physical aptitude and agility test designed to measure the ability to perform physically demanding tasks required on the job and (3) successfully participate in an oral board interview. Candidates receiving conditional offers of employment must also pass a polygraph examination, psychological examination and prescribed medical examination. All exams are provided at state expense and under the direction of the agency. Before appointments are made, candidates will undergo comprehensive background investigations. Candidates who do not have records free of serious offenses will be ineligible for appointment.

4. Candidates must be able to obtain full-time law enforcement officer certification within the time frame established by the NH Police Standards and Training Council and maintain police officer certification throughout tenure of service. Any Conservation Officer hired on or after January 1, 2001 will, as a condition of employment, participate in and pass no less frequently than every

three (3) years the physical performance test administered in accordance with Police Standards and Training Council requirements.

5. Residency: Candidates must be willing to accept employment anywhere in the state. Upon completion of the Field Training Officer Program, appointees must establish residency within their assigned patrol area.

6. Must be willing to work days, nights, weekends and holidays as well as being called to return to work for various critical incidents and/or search and rescue missions.

7. Must be able to lift a minimum of 50 pounds as well as drag 175 pounds through brush, woods and dense forest.

RECOMMENDED WORK TRAITS: Knowledge of laws, rules, and regulations relating to fish and game. Knowledge of laws, rules, and regulations relating to off-highway recreational vehicles (OHRVs), snowmobiles, motor vehicles and boating. Knowledge of the laws of arrest and evidence. Knowledge of court procedures and legal proceedings. Knowledge of investigative techniques. Skill in conducting investigations and in recognizing, identifying and preserving evidence of crime. Skill in using police communications equipment. Skill in lifesaving techniques. Ability to obtain and maintain cooperation among allied law enforcement branches and the public. Ability to work with people in determining intentional and non-intentional violations. Ability to make decisions based on common sense and good judgement. Ability to resolve stressful situations. Ability to increase competency through training and instruction. Ability to communicate orally and in writing. Ability to take orders and accept supervision. Ability to establish and maintain effective working relationships with federal, state, county, and local agencies. Ability to prepare reports. Ability to operate various types of vehicles and equipment. Ability to use various types of firearms. Must be willing to maintain appearance appropriate to assigned duties and responsibilities as determined by the agency appointing authority.

Responsibilities:

Identifies violations/criminal offenses and enforces applicable laws, rules and regulations concerning wildlife, natural resources, off-highway recreational vehicles (OHRVs), snowmobiles, motor vehicles, boats, other outdoor recreational activities and public safety offenses. Pursues and apprehends violators to ensure public safety and protection of wildlife habitats.

Patrols the roads, waters, and woodlands in an assigned geographic area to include foot patrols in remote areas and patrols via the operation of off-highway recreational vehicles (OHRVs), snowmobiles, watercraft, and other necessary equipment. Such operation can involve emergency situations involving high speeds while in pursuit and/or hazardous conditions.

Investigates and apprehends violators, questions witnesses, procures evidence to include blood draws and arrests suspects, forcibly if necessary, using handcuffs and other restraints; subdues resisting suspects using maneuvers, approved weapons, and hands and feet in self-defense. Determines when force is required, to include the use of deadly force.

Writes investigative and other reports including accident diagrams, citations, affidavits, complaints and warrants; recommends legal action when appropriate, prosecutes criminal cases in court and testifies as a witness when necessary.

Operates patrol boats in the Atlantic Ocean, in all weather conditions, and boards commercial and recreational vessels to inspect for compliance with federal and state fishing regulations.

Responds to and investigates off-highway recreational vehicle (OHRV) and snowmobile accidents, hunting-related incidents,

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including shootings; and provides emergency medical treatment to injured people when necessary, often in remote areas to include the backcountry and mountainous locations.

Handles, drags, lifts and transports live, dead and diseased wildlife, euthanizing and disposing of as appropriate, and investigates cases where there may be a danger to public health. Demonstrates the proficient use of various handguns, shotguns, rifles and other firearms in a variety of body positions under stressful situations to include aiming, discharging loading and unloading of firearms.

Engages in search and rescue missions to include carrying out injured or deceased individuals and providing emergency medical treatment, often in remote and/or mountainous locations. These rescues are carried out in all seasons and specialized equipment is often required. Maintains required emergency first responder training for such rescue/emergency situations.

Supervises and trains Probationary Conservation Officers, Deputy Conservation Officers and volunteers on search and rescue; GPS and map skills; evidence collection; search warrants; details; life saving techniques; surveillance skills; and on other topics necessary to be a successful Conservation Officer.

Speaks and provides education and training on safety and conservation related rules, laws, procedures and practices to sporting organizations, educational institutions, OHRV/Snowmobile Safety & Hunter Safety Education Courses and interested public and private organizations while gaining important input from constituents to advocate for department's mission, goals and objectives, to achieve voluntary compliance, and to enhance agency effectiveness.

DISCLAIMER STATEMENT: The supplemental job description lists the essential functions of the position and is not intended to include every job duty and responsibility specific to the position. An employee may be required to perform other related duties not listed on the supplemental job description provided that such duties are characteristic of that classification.

DATE/PLACE OF WRITTEN EXAMINATION: Those candidates possessing the necessary minimum qualifications for the position of Conservation Officer I will receive an invitation to the written exam by email. The written exam will be **Tuesday, May 20, 2025**, at Colby Sawyer College in New London, NH.

DATE OF PHYSICAL AGILITY TEST: This is the second phase of the selection process. Those candidates who pass the written exam with a 70% or better will then participate in the physical agility test. The physical agility testing will be held the same day as the written exam, **Tuesday, May 20, 2025**, at Colby Sawyer College in New London, NH.

ORAL BOARD: Those who pass the physical agility test will be invited to the oral board, which will be held at NH Fish and Game, 11 Hazen Drive, Concord, NH, it is anticipated to be the week of June 9.

For recruitment information, please contact Major David Walsh, Law Enforcement Division at (603) 271-3127 or email david.walsh@wildlife.nh.gov .

For information regarding the application process, please contact Kim Crowley, Human Resources Coordinator at (603) 271-5824 or email Jobs@wildlife.nh.gov.

Visit our website at www.wildlife.state.nh.us for additional information. Mailing address: NH Fish and Game Department, Attn: Human Resources, 11 Hazen Drive, Concord, NH 03301

***TOTAL COMPENSATION INFORMATION**

The State of NH total compensation package features an outstanding set of employee benefits, including:

HMO or POS Medical and Prescription Drug Benefits:

The actual value of State-paid health benefits is based on the employee's union status, and employee per pay period health benefit contributions will vary depending on the type of plan selected.

See this link for details on State-paid health benefits:

<https://www.das.nh.gov/hr/benefits.aspx>

Value of State's share of Employee's Retirement: 13.85% of pay

Other Benefits:

- * Dental Plan at minimal cost for employees and their families (\$500-\$1800 value)
- * Flexible Spending healthcare and childcare reimbursement accounts
- *State defined benefit retirement plan and Deferred Compensation 457(b) plan
- *Work/life balance flexible schedules, paid holidays and generous leave plan
- *\$50,000 state-paid life insurance plus additional low-cost group life insurance
- *Incentive-based Wellness Program (ability to earn up to \$500)

Total Compensation Statement Worksheet:

<https://www.das.nh.gov/jobsearch/compensation-calculator.aspx>

Want the specifics? Explore the Benefits of State Employment on our website:

<https://www.das.nh.gov/hr/documents/BenefitBrochure.pdf>

<https://www.das.nh.gov/hr/index.aspx>

EOE

TDD Access: Relay NH 1-800-735-2964

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