

Minimum Qualifications:

In order to qualify, you must have an Associates Degree which includes 15 hours of natural science coursework -OR- an acceptable equivalent two (2) year combination of directly related education, training, and/or experience. Education and experience should demonstrate that you possess practical knowledge in the natural sciences. You must also have or be able to obtain a valid Maine Driver's License and be eligible to work legally within the U.S. before a job offer can be made. NOTE: Applicants using education as a basis for meeting Minimum Qualifications should submit a formal transcript with their application.

NOTE: Natural science is the science which relates to the environment or the natural world and includes but is not limited to forestry, biology, geology, chemistry, physics, botany, zoology. Sciences which would not qualify as natural sciences are; political science, sociology, psychology, computer science, etc.

Testing & Evaluation Process:

Because of the responsibilities and authority of a Forest Ranger, the selection process is extensive and thorough. The process is conducted by the Bureau of Human Resources and the Department of Conservation. It involves multiple evaluation phases and you must successfully complete each phase in order to proceed to the next.

1. APPLICATION PERIOD: Applications will only be accepted during an open application period. These generally occur once a year and last for about 4 weeks.

NOTE: Educational transcripts must accompany applications that are using the educational requirement to qualify. The Forest Protection Division maintains a list of names and addresses of interested candidates throughout the year. Once on this list, we automatically send you an application packet every time an application period is open within 3 years. To be included on this list, please call 207-287-4990. It is your responsibility to notify the Forest Protection Division of any name or address changes that may occur during the time your name is on this list.

2. APPLICATION EVALUATION: (During the Application period.) Applications are reviewed to ensure that each applicant meets the Minimum

Qualifications defined above. Applicants who do not meet these requirements are disqualified from further consideration.

3. **PHYSICAL FITNESS TEST:** The Physical Fitness Test (PFT) is a Pass/Fail Test. It consists of the following events: Sit-and-Reach; Push-ups; Sit-ups; and the 1.5 Mile Run . All events must be completed successfully in the time allotted in order to be placed on the Employment Register. Preparation for this test should take approximately 4 weeks. Forest Rangers must meet physical fitness standards throughout their careers.

a. **Sit-and-Reach:** Forest Rangers require physical flexibility in performing their work. In this PFT event, you will sit on the floor with your legs extended in front of you, your heels touching the near edge of a box, and your feet perpendicular to the floor approximately eight inches apart. A yardstick will be placed between your legs with the 15-inch mark resting on the near edge of the box (about 14 inches high). You will slowly reach forward as far as possible down the yardstick, with both hands together and on top of one another (fingers extended). The position will be held until the examiner acknowledges the score. The distance reached on the yardstick by your fingertips will be recorded (in inches). The best of three trials will be your flexibility score. Minimum standards are:

AGE:	20-29	30-39	40-49	50-59	60+
Male:	17.5"	15.5"	15.3"	14.5"	13.5"
Female:	20"	19"	18"	17.9"	16.4"

b. **Push-Up Test:** Forest Ranger tasks require upper body strength. In this event, you will assume the standard position for a push-up, with body rigid, back straight, hands and toes (only) touching ground, with hands approximately shoulder width apart. A test administrator will place a 3-inch measuring device on the floor below your sternum. Upon command, you will lower your body until your sternum touches the measuring device which will be held in place by the administrator. You will then push back up to the fully extended "up" position. Your back and body must remain in line and rigid at all times. This will count as one repetition. You will complete as many push-ups as possible within the one-minute time limit. Resting is permitted only in the "up" position. The required number of push-ups to be completed *within one minute* based on age and gender are:

AGE:	20-29	30-39	40-49	50-59	60+
Male:	33	27	21	15	15
Female:	18	13	11	5	5

c. Sit-Ups: Forest Rangers must be able to sustain vigorous, strenuous exertion. In this PFT event, you will lie down on your back with knees bent at about a 45 degree angle and feet flat on the floor. A partner will hold your feet down. Your hands will be clasped beside and around your ears. In the up position, you will touch your elbows to the top of your knees, and then return to a full lying position before starting the next sit-up. You will perform as many correct and complete sit-ups as possible in a one-minute period. You will start the test in the up position. The required number of sit-ups to be completed within one minute based on age and gender are:

AGE:	20-29	30-39	40-49	50-59	60+
Male:	40	36	31	26	20
Female:	34.5	27	22	17	8

d. 1.5 Mile Run: Forest Rangers must be able to work long hours under adverse and stressful conditions. In this PFT event, you will walk, jog, run, or any combination thereof a distance of one-and-one-half miles without stopping. A measured, relatively level course such as an outdoor track, field, or parking lot will be used. A monitor will record the distance and time completed. The required time (minutes:seconds) to complete this event by age and gender are:

AGE:	20-29	30-39-	40-49	50-59	60+
Male:	11:41	12:20	13:14	14:24	15:29
Female:	14:24	15:08	15:57	16:58	17:46

4. EMPLOYMENT REGISTER: Applicants who successfully pass both the application evaluation and physical fitness testing phases of the examination process will be placed on an Employment Register for this classification. This register will be used to fill vacancies throughout the State.

FINAL SCREENING PROCESS:

All candidates certified from the Employment Register will be scheduled for a structured oral interview. You will be rated in the following categories: Commitment/Independence; Judgment/Logic; Communications Skills; Applied Knowledge; Decision Making/Decisiveness; Tact & Diplomacy; Motivation; Leadership; and Problem Solving Ability. Successful applicants are then offered conditional employment contingent upon passing an extensive background investigation, polygraph examination, and a physical examination.

New Rangers are required to attend and successfully complete the Maine Forest Ranger Academy. Upon graduation from these academies, new Rangers work under a Field Training Ranger for a period of six (6) months. There is a living zone associated with each Forest Ranger II position.

BILINGUAL TEST (optional):

A number of Forest Ranger positions are required by law to be bilingual (French and English). An optional verbal test will be administered to interested candidates at the end of the final screening process.

CRITERIA CONSIDERED FOR DISQUALIFICATION:

The Department of Conservation conducts an extensive background investigation of each applicant to include military service, education, motor vehicle record, criminal history record, financial record, work history, and references. A screening committee will review the results for information that would eliminate the candidate from further consideration.

Disqualification may be imminent if the applicant:

1. Has been found guilty of murder or any crime classified in Maine Law as a Class A, B, or C crime (any felony);
2. Has been found guilty of any crime classified in Maine Law as a Class D crime (misdemeanor with a maximum term of imprisonment of less than one year);
3. Has been found guilty of violating any of the following provisions of the Maine Criminal Code:
 - 1) Chapter 15 (theft);
 - 2) Chapter 19 (falsification in official matters);
 - 3) Chapter 25 (bribery and corrupt practices); or
 - 4) Chapter 45 (drugs)
4. Has been found guilty of any crime that is a violation of the domestic abuse provisions of any state or federal statutes.

5. Has an extensive record of motor vehicle law violations;
6. Has been found guilty of operating-under-the-influence of intoxicating liquor and/or drugs within the 10 years prior to date of hire;
7. Has been found guilty of conduct specified in subparagraphs 1, 2, 3, 4, or 5 in another state or jurisdiction;
8. Has been adjudicated to have committed a 0.02 violation (liquor violation under 21 years of age) within the 6 years prior to date of application.
9. Has ingested or been injected with or used an hallucinogenic drug;
10. Has illegally sold scheduled drugs or drugs which require a prescription;
11. Has engaged in illegal drug use beyond what is considered as experimentation;
12. Is currently abusing drugs or alcohol;
13. Falsifies, misrepresents, or omits information concerning a material fact in the application, during any of the tests, when interviewed, during the background investigation, polygraph examination, or on the pre-polygraph questionnaire.