

Core Competencies for Professional River Management



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Overview

- * Where did they come from?
- * What are “Core Competencies” & “Levels of Expertise?”
- * Who are they for?
(River Management Specialists and Non-Specialists)
- * What are the Eight Competency Areas?
- * How can these serve you?



Where did these come from?

- * Patterned after Interagency team of USFS & NPS for Wilderness management
- * Written for Specialists & Non-specialists
- * Approved by OPM for Wilderness management
- * “Didn’t want to re-invent the wheel”



What are Core Competencies?

- * **Knowledge, Skills and Abilities** needed to implement river management stewardship, law, regulation & policy

Three Levels of Expertise
Entry Level
Full Performance Level
Expert Level

EXAMPLE Entry Level:

- * **Knowledge** and understanding of WSR Act.
- * **Ability** to describe the origin and purpose of the Act.
- * **Skill** in communicating to the public the basic concepts & management policies.

River Management Specialists and Non-specialists

Specialists have responsibilities for:

- * Program planning, coordination
- * Partnership/stakeholder development
- * Visitor management & safety
- * Natural & cultural resources
- * Impact monitoring & assessment

Non-specialists:

- * Have varying levels of river program responsibilities
- * Their primary duty is **not** river program management

Eight Competency Areas

1. Wild & Scenic Rivers Act History, Law, Regulation and Policy
2. Other Relevant Laws, Policies and Tools for River Management
3. River Management Planning
4. River Management Field Skills
5. Visitor Use Management and Monitoring
6. Natural, Cultural and Recreational Resources Management & Monitoring
7. River Information Management Skills
8. Collaboration & Engagement Techniques

EXAMPLE Core Competency

4. River Management Field Skills – (River Management Specialists) –

KSAs needed to accomplish specific field tasks in a variety of river settings including public and private lands and easements within river corridors. These include swiftwater rescue, water quality related data collection and monitoring, river use sampling and monitoring, riverine ecosystem assessment and restoration techniques.



4. River Management Field Skills

Entry Level must have Knowledge and Understanding of:

- the river's resources & basic stream processes
- regionally appropriate "Leave No Trace" principles & ethics
- river safety and search & rescue
- river management rules, regulations & policies specific to the management area
- law enforcement techniques as appropriate to agency
- restoration practices & techniques needed to address impacts
- law enforcement techniques as appropriate to agency
- non-law enforcement techniques to educate the public on rules & regulations
- water quality sampling techniques
- ecosystem assessment techniques, including invasive species
- river recreation sampling techniques

4. River Management Field Skills

Entry Level must have Ability to:

- effectively communicate with river corridor users and private landowners
- act decisively and calmly under conditions of emotional and physical duress
- collect evidence and prepare case reports on violations as appropriate to agency
- safely navigate in a river setting using the mode of travel appropriate for the setting
- implement revegetation or other restoration techniques
- identify project needs based upon field observations
- identify, monitor and treat invasive species
- implement law enforcement procedures depending on agency guidelines
- work with volunteers and partners on project work
- conduct water quality sampling, ecosystem assessments, and river recreation sampling

4. River Management Field Skills

Entry Level must be Skilled in:

- the safe use of appropriate water craft
- employing appropriate search & rescue techniques
- river information & education techniques
- maintaining access sites, campsites, and facilities
- safe river navigation, travel, and camping including “Leave No Trace” techniques
- following impact, resource and monitoring technique protocols



How can Core Competencies serve you?

1. Identify gaps between your existing and needed river management knowledge, skills and abilities
2. With your supervisor, develop & prioritize Individual Training & Development Plans
3. Guide the development of training courses
4. Work with IWSRCC, HR personnel, & OPM to establish a River Management Specialist position





TECHNICAL CORE RIVER MANAGEMENT AND NON-SPECIALISTS

This document identifies interagency River Management (knowledge, skills and abilities) needed to implement regulation, and policy at three different levels of experience for river management specialists and river management non-specialists intended to be applied to federally designated Wild and Scenic Rivers managed by federal agencies, and rivers managed through state, local and non-governmental organizations.

River Management Specialists are employees having program planning, coordination, partnership development, implementation and decision-making, visitor management, impact monitoring and assessment and other river management responsibilities.

River Management Non-specialists are employees having river management responsibilities, but whose primary duty is not river protection.

River managers and other employees having responsibilities limited to river protection can use these Competencies to identify gaps in their knowledge and skills.

Available on-line at:
<https://www.rivers.gov/publications.php>

2. Other Relevant Laws, Policies and Tools for River Management – (River Management Specialists) – KSAs needed to implement agency river management regulations and policies, acquire and manage easements and acquisitions, create and manage cooperative agreements, and work with relevant federal, state and local laws and regulations on designated and non-designated rivers (e.g., laws addressing topics such as federal, state, tribal, and private water rights; navigability; bed and bank ownership; public access; property rights and zoning; riparian issues; and water quality).

Entry Level	<p>Knowledge and understanding of:</p> <ul style="list-style-type: none"> ● federal, state and local policies and laws which apply to rivers in management area ● existing cooperative management agreements and inholding restrictions which apply to rivers in their management area ● in Alaska, ANILCA and ANCSA <p>Ability to:</p> <ul style="list-style-type: none"> ● monitor compliance of approved uses and easements and report violations <p>Skilled in:</p> <ul style="list-style-type: none"> ● communicating the above with affected parties
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Full Performance Level	<p>Knowledge and understanding of:</p> <ul style="list-style-type: none"> ● same as <i>Entry Level</i> ● water rights, navigability, riparian zone requirements and bed and bank ownership and public access provisions which apply to rivers in their management area ● management practices, general technical considerations, law, regulation, and policy related to river management (e.g., US Army Corps of Engineers 404 permits, Federal Highway policies, FERC regulations) <p>Ability to:</p> <ul style="list-style-type: none"> ● same as <i>Entry Level</i> ● identify access and easement needs ● initiate, develop and administer cooperative management agreements <p>Skilled in:</p> <ul style="list-style-type: none"> ● same as <i>Entry Level</i> ● coordinating with other specialists and partners to determine appropriate
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Thank You!

