



United States  
Department of  
Agriculture

Animal and  
Plant Health  
Inspection  
Service

Wildlife  
Services

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Office

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An Equal Opportunity  
Employer

## VACANCY ANNOUNCEMENT

**OPEN DATE:** January 26, 2025

**CLOSING DATE:** February 06, 2025

**POSITION TITLE:** Biological Science Technician

**TYPE OF POSITION:** 13 Month Term Appointment with possibility for Benefits, Excepted Service, (may be extended up to 4 years))

**WORK SCHEDULE:** Full Time, variable (maxiflex)

**ANNOUNCEMENT #:** MOIAWS20260126

**SERIES/GRADE:** GS-0404-4/5/6

**FULL PERFORMANCE LEVEL:** GS-0404-6

**NUMBER OF POSITIONS:** 1

**LOCATION:** Buena Vista, Sac, or Pocahontas County, Iowa

*Location of duty station will be in one of the counties listed above, with the exact location determined after selection. This is not a home duty station\**

(Relocation expenses will not be paid)

**SALARY:** \$37,193 - \$59,031 per year  
(Depending on qualification, refer to OPM FY2026 GS pay scale [www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/salary-tables/pdf/2026/RUS.pdf](https://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/salary-tables/pdf/2026/RUS.pdf))

\*This position works in the field 100% of the time. This is characterized by routine and regular travel to customer or other worksites as opposed to a single authorized alternative worksite. Examples of field work include site audits, site inspections, investigations, property management and work performed while commuting, travelling between worksites or on a Temporary Duty (TDY).

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**WHO MAY APPLY:**

- Must be a U.S. Citizen
- Must be 18 years old
- If you are a male born after December 31, 1959 and are at least 18 years of age, civil service employment law (5 U.S.C. 3328) requires that you must be registered with the Selective Service System, unless you meet certain exemptions (proof of registration and/or exemption required). Website: <http://www.sss.gov>.

**REQUIRED DOCUMENTS:**

Resume (2-page maximum) that includes:

- 1) Personal information such as name, address, contact information
- 2) Education
- 3) Detailed work experience related to this position as described in the announcement including
  - Work schedule including hours per week
  - Dates of employment;
  - Title, series, grade (if applicable)
- 4) All supervisors' phone numbers and if they may be contacted
- 5) Other qualifications

Transcripts (if qualifying on education, education must have been obtained from an accredited institution. Education completed in a foreign institution must include an evaluation by an organization that specializes in interpretation of foreign education programs that it was deemed equivalent to an accredited U.S. education program, see: [Foreign Education Evaluation](#). All transcripts must be in English or include an English translation.)

DD-214 (Member 4 copy)

VA letter required for applicable Veteran preference, if applies.

Current active duty members must submit a certification that they are expected to be discharged or released from active duty under honorable conditions not later than 120 days after the date the certification is submitted.

**HOW TO APPLY:** Additional materials not listed above (i.e. position descriptions, training certificates, etc.) may not be considered. Applicants who do not submit the required items listed above may not be considered. Applications with all supporting documents must be submitted to the contact office and must be **RECEIVED** by the **CLOSING DATE** of this announcement.

Interested individuals should send a resume, transcripts, veteran documentation (if applicable) to the address listed here:

**CONTACT OFFICE:**

Adam Coe, District Supervisor  
USDA APHIS Wildlife Services  
11348 Aurora Ave,  
Urbandale, IA 50322  
[adam.coe@usda.gov](mailto:adam.coe@usda.gov)  
712-422-0980

**DUTIES:**

Responsible for organizing and conducting direct control operations to reduce wildlife damage. Incumbent serves as a Biological Science Technician responsible for technical work involved in animal disease control in livestock and poultry and disease vector eradication programs within an assigned geographic area.

Subject to existing state statutes and federal regulations, the typical section assignment may include, but is not necessarily limited to, the following duties:

Inspects and surveys livestock and poultry facilities located on ranches, farms, auction markets, etc., for possible wild vertebrate disease vectors. Inspects and surveys areas and, as necessary, will revise existing programs in close consultation with supervisor.

Independently recommends or implements the most effective tools/devices to mitigate the possibility of livestock and poultry encountering vertebrate disease vectors on ranches, farms, auction markets, etc., by providing technical assistance.

Maintains records of chemical control use to comply with state and federal regulatory requirements.

Maintains responsibility for and knowledge of government-provided equipment and supplies.

Responsible for communicating accomplishments, safety-related issues, problems encountered, work locations, etc. to supervisor.

Enters data into established database/system of record. Uses data to prepare and submit routine reports regarding activities, observations, and events.

May author formal reports or other documents that summarize and analyze both work accomplished and benefits to cooperators/stakeholders. These reports are most often presented internally to WS staff/supervisors.

Assists in conducting demonstrations and training for others, including other cooperators or other interested groups, on methods, procedures, and program objectives. This responsibility includes preliminary instruction and training of new personnel on technical aspects of the program including pesticide use.

Carries out duties in accordance with program decisions made in compliance with the National Environmental Policy Act (NEPA) and Endangered Species Act (ESA) under guidance and oversight by supervisor.

Conducts all operations using approved safety procedures in all operations, including the operation of motor vehicles and equipment.

Conducts all operations in accordance with local, state, and federal laws and regulations, and USDA, APHIS, and WS policies.

**MINIMUM ELIGIBILITY REQUIREMENTS:**

To qualify, applicants **MUST** meet all minimum qualification requirements, except Medical Requirements, by the tentative start date.

**QUALIFICATIONS REQUIRED:****For the GS-4 Grade Level:**

Applicants must have 6 months of general experience and 6 months of specialized experience (equivalent to the GS-03 level) that may have been obtained in the private or public (local, county, state, Federal) sectors which demonstrates **(must meet 2 of the 3 listed below)**:

Experience in research or management activities related to biology, agriculture or wildlife.

Experience assisting in the production of domestic livestock or poultry on farms, keeping routine records of activities and observations.

Experience answering questions from the public or cooperators regarding managing wild animals near feedlots, farms or ranches.

**OR**

**Education Substitution at the GS-4 Grade Level:** Successful completion of 2 years of study that included at least 12 semester hours in any combination of courses such as biology, chemistry, statistics, entomology, animal husbandry, botany, physics, agriculture, or mathematics.

**OR****Combination of Education and Experience at the GS-4 Grade Level:**

Applicants may have combinations of successfully completed education and specialized experience to meet total qualification requirements. The total percentages must equal at least 100 percent to qualify for that grade level.

**For the GS-5 Grade Level:**

Applicants must have one year of specialized experience (equivalent to the GS-4 level) that may have been obtained in the private or public (local, county, state, federal) sectors which demonstrate experience in **(must meet 2 of the 3 below)**:

Experience in basic farm management practices that prevent disease, such as bird and rodent control, clean water and feed, hand and boot washing, and controlling vehicle contamination.

Experience working directly with stakeholders, communicating goals and objectives of a project, and determining effective strategies to achieve those goals.

Conducting basic computer operations for record keeping, data analysis, report writing and correspondence.

**OR**

**Education Substitution at the GS-5 Grade Level:** Successful completion of a full 4-year course of study leading to a bachelor's degree with major study, or at least 24 semester hours, in any combination of scientific or technical courses such as biology, chemistry, entomology, animal husbandry, botany, physics, agriculture, or mathematics.

**OR**

**Combination of Education and Experience at the GS-5 Grade Level:**

Applicants may have combinations of successfully completed education and specialized experience to meet total qualification requirements. The total percentages must equal at least 100 percent to qualify for that grade level.

**For the GS-6 Grade Level:**

Applicants must have one year of specialized experience (equivalent to the GS-5 level) that may have been obtained in the private or public (local, county, state, federal) sectors which demonstrates experience in **(must meet 3 of the 4 below)**:

Experience working with disease vector management in livestock or poultry, such as fencing, pyrotechnics, reducing wildlife habitat around farms, or vaccinations.

Applying the requirements of the Migratory Bird Treaty Act (MBTA), Endangered Species Act, and National Environment Policy Act to work performed.

Conducting animal assessments, counts and abundance surveys.

Creating/maintaining public contacts to formulate assistance strategies that incorporate technical assistance and operational control techniques in relation to biology, agriculture, or wildlife.

**OR**

**Education Substitution at the GS-6 Grade Level:** Successful completion of one full year (18 semester hours) of graduate level education in a field directly related to the position to be filled.

**OR**

**Combination of Education and Experience at the GS-6 Grade Level:**

Applicants may have combinations of successfully completed education and specialized experience to meet total qualification requirements. The total percentages must equal at least 100 percent to qualify for that grade level.

**HOW YOU WILL BE EVALUATED**

Applicants who meet basic minimum qualifications may be referred to the hiring manager for selection. Qualified candidates eligible for veterans' preference will receive referral and selection priority over non-veterans.

If, after reviewing your resume and/or supporting documentation, a determination is made that you have inflated your qualifications and or experience, you may be found ineligible. Providing inaccurate information on Federal documents could be grounds for non-selection or disciplinary action up to including removal from the Federal service.

**OTHER REQUIREMENTS:**

- Must obtain or have a valid state driver's license. Operation of Government-owned or leased vehicles is required. (if this applies)
- As a condition of employment, appropriate security clearance is required for this position.
- Direct Deposit: Per Public Law 104-134 all Federal employees are required to have federal payments made by direct deposit to their financial institution.

- Successfully pass the E-Verify employment verification check. To learn more about E-Verify, including your rights and responsibilities, visit <https://www.e-verify.gov/>.
- Position is subject to random and applicant drug testing.
- Must demonstrate a respect for safety in all operations, including the operation of motor vehicles, firearms, control devices, and equipment.
- Occasional travel may be required
- In order to perform the essential duties of this position, you must have the legal and physical ability to possess and discharge firearms. You must be able to pass a government background check and meet any additional requirements to carry and use firearms. A background check will include answering questions about where you've lived, worked, went to school, and any military history or police records. Selection and retention in this position is contingent on a successfully adjudicated FBI National Criminal History Check (fingerprint check).
- Initial trial period may be required.

**Emergency Response** – APHIS is an emergency response agency. This means that all Agency employees may be asked or assigned to participate in rotating temporary duty assignments to support emergency programs at some time during their careers with APHIS. It is difficult to predict the frequency with which such emergency situations may occur – and could range from several emergencies in a year to none over the course of many years. In the event that you are called upon to support an emergency program, this may require irregular working hours, including overtime, and may include duties other than those specified in your official position description. While some emergency program support assignments may be able to be performed at the employee's current duty station, in other cases employees may be asked to go on-site to a temporary duty state location. In addition, it may be necessary for employees to participate in multiple rotations to an emergency program assignment. Attempts will be made to keep disruption to the employee to a minimum.

See this link:

<https://www.usajobs.gov//Help/working-in-government/fair-and-transparent/signature-false-statements/>

**NOTE: APPLICANTS FOR THIS POSITION WILL BE REQUIRED TO SUBMIT TO URINALYSIS TO SCREEN FOR ILLEGAL DRUG USE PRIOR TO APPOINTMENT. APPOINTMENT TO THE POSITION WILL BE CONTINGENT UPON A NEGATIVE DRUG TEST RESULT. INCUMBENTS OF THIS POSITION WILL BE REQUIRED TO SUBMIT TO URINALYSIS TO SCREEN FOR ILLEGAL DRUG USE ON AN ONGOING BASIS AFTER APPOINTMENT, AS DIRECTED.**

***Carrying a firearm is a condition of employment*** – In the passing of the *Lautenberg Amendment*, Congress passed legislation which prohibits anyone who has been convicted of a misdemeanor crime of domestic violence from possessing a firearm or ammunition. If selected you will be required to sign the form, "Inquiry for Positions Requiring Possession of Firearms," certifying that you meet this criteria.

**The United States government does not discriminate in employment on the basis of race, color, religion, sex, pregnancy, national origin, political affiliation, sexual orientation, marital status, disability, genetic information, age, membership in an employee organization, retaliation, parental status, military service or other non-merit factor.**

**Reasonable Accommodation Policy-**

Federal agencies must provide reasonable accommodation to applicants with disabilities where appropriate. Applicants requiring reasonable accommodation for any part of the application and hiring process should contact the hiring agency directly. Determinations on requests for reasonable accommodation will be made on a Case-by-Case basis.

A reasonable accommodation is any change in the workplace or the way things are customarily done that provides an equal employment opportunity to an individual with a disability. Under the Rehabilitation Act of 1973 the Equal Employment Opportunity Commission (EEOC) must provide reasonable accommodations:

- An applicant with a disability needs an accommodation to have an equal opportunity to apply for a job.
- An employee with a disability needs an accommodation to perform the essential job duties or to gain access to the workplace.
- An employee with a disability needs an accommodation to receive equal access to benefits, such as details, training, and office-sponsored events.

Under the [Fair Chance Act](#), agencies are not allowed to request information about an applicant's criminal history until a conditional offer of employment has been made, except as allowed for access to classified information; assignment to national security duties or positions; acceptance or retention in the armed forces; or recruitment of a Federal law enforcement officer. An applicant may submit a complaint or any other information related to an organization's alleged noncompliance with the Fair Chance Act. The complaint must be submitted within 30 calendar days of the date of the alleged noncompliance. To make a Fair Chance Act inquiry or complaint, send an email with the appropriate information to [MRP.Fairchance@usda.gov](mailto:MRP.Fairchance@usda.gov) subject line: Fair Chance Act.

**Relocation costs will not be paid for this position.**

**More than one position may be selected from this announcement.**