



## VACANCY ANNOUNCEMENT

**OPEN DATE:** October 6, 2023

**CLOSING DATE:** October 16, 2023

**POSITION TITLE:** Biological Science Technician (Wildlife)

**TYPE OF POSITION:** Term Appointment with possibility for Benefits, Excepted Service. Not to Exceed 13 months (may be extended up to 4 years)

**WORK SCHEDULE:** Fulltime – 40 hours per week

**ANNOUNCEMENT #:** WSER-01-2024-FL

**SERIES/GRADE:** GS-0404-6/7

**FULL PERFORMANCE LEVEL:** GS-0404-07

**NUMBER OF POSITIONS:** 1

**LOCATIONS:** Jacksonville, FL (Jacksonville Aviation Authority)

**SALARY:** \$42,022 – \$60,703 per year (depending on GS level qualified for and relocation costs will not be paid for this position)

United States  
Department of  
Agriculture

Animal and  
Plant Health  
Inspection  
Service

Wildlife  
Services

An Equal Opportunity  
Employer

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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 (include days/months/years worked, work schedule, and grade level if federal)
  - 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,
    - Hours worked per week,
    - Dates of employment;
    - Title, series, grade (if applicable)
    - All supervisors' phone numbers and if they may be contacted

4) Other qualifications, such as transcripts (if qualifying on education)

- Transcripts (if qualifying on education)
- DD-214 (Member 4 copy), if applicable for Veteran's Preference
- VA letter required if claiming disabled Veteran's Preference
- 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 contact office in each state where the position is located:

**CONTACT OFFICE FOR FLORIDA:**

Cailey Thomas  
Central District Supervisor  
2820 E University Ave  
Gainesville, Florida  
(352) 231-6063  
Cailey.d.thomas@usda.gov (preferred)

**SUMMARY:**

Primary duties of this position will be wildlife damage management on Herlong Recreational Airport, Cecil Airport, and Jacksonville Executive at Craig Airport. Primary wildlife dealt with will be migratory birds, white-tailed deer, coyotes, raccoons and other small mammals.

**DUTIES:**

Responsible for planning, organizing, and conducting direct control operations to reduce wildlife damage on airfields.

Inspects and surveys areas and, as necessary, will revise existing WDM programs in close consultation with higher-level management.

Uses WDM tools/devices which may include some or all of the following depending on need in assigned area: firearms; foothold, body-grip, corral, Swedish goshawk, cage traps; foot snares; neck snares; chemical control methods; pyrotechnics; noise cannons/exploders; drop nets; rocket/cannon nets; various other scaring devices.

Exercises high degree of independence in determining strategies and logistics, then selects the most effective means of control for individual situations.

Modifies or adapts established damage control techniques as necessary to meet local conditions and address specific environmental, economic or political considerations.

Assists in the negotiation of cooperative service agreements with landowners, lessees, or administrators to accomplish the goals outlined for the WS program.

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

Assists in conducting demonstrations and training for others, including other cooperators or other interested groups, on WDM methods, procedures, and program objectives.

Complies with restrictions and mitigation measures established through consultation with relevant Federal and State agencies.

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

Assists in writing Categorical Exclusions when necessary.

Performs other duties, as required.

**MINIMUM ELIGIBILITY REQUIREMENTS:**

To qualify, applicants **MUST** meet all minimum qualification requirements, by the closing date of the announcement.

**QUALIFICATIONS REQUIRED:**

**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:

- Dealing with human-wildlife conflicts and principles of wildlife damage management.
- Carry out and enforce the requirements of the Migratory Bird Treaty Act (MBTA), Endangered Species Act, and National Environment Policy Act.
- Conducting wildlife damage assessments, counts and abundance surveys.
- Proficient in the use of firearms, traps, snares, pesticides, immobilizing drugs, pyrotechnics, electronic harassment devices, and other non-lethal control tools.
- Create and maintain public contacts to formulate assistance strategies that incorporate technical assistance and operational control techniques.

**OR**

**Education Substitution at the GS-6 Grade Level:**

One year of graduate-level education (18 semester hours) with an emphasis in wildlife management.

**OR**

**Combination of Education and Experience for the GS-6 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-7 Grade level:**

Applicants must have one year of specialized experience (equivalent to the GS-6 level) that may have been obtained in the private or public (local, county, state, federal) sectors which demonstrates experience in:

- Selecting appropriate wildlife damage management strategies, techniques, and tools and applying them to specific situations.
- Dealing with human-wildlife conflicts, principles of wildlife damage management and airport wildlife hazard management.
- Interpreting and applying policies, regulations, laws and ordinances that affect wildlife damage management operations and working within those guidelines.
- Using computers for word processing, spreadsheets, GIS and database applications.
- Assessing the abundance, behavior, and habitats of North American wildlife species.

**OR**

**Education Substitution at the GS-7 Grade Level:**

One year of graduate-level education (18 semester hours) with an emphasis in wildlife management.

**OR**

**Combination of Education and Experience at the GS-7 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 veteran's preference will receive referral and selection priority over non-veterans.

**OTHER REQUIREMENTS:**

- There will be occasional travel for this position.
- Must obtain or have a valid state driver's license. Operation of Government-owned or leased vehicles is required.
- Subject to satisfactory adjudication of background investigation and/or fingerprint check.
- 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/>.
- Must demonstrate a respect for safety in all operations, including the operation of motor vehicles, firearms, control devices, and equipment.
- 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).

**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.

Failure to follow application instructions regarding filing appropriate forms and answering questions may result in loss of employment considerations for this position. **All applications must be signed, dated, and received by the closing date of this announcement.**

**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 (including pregnancy and gender identity), 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.

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