



United States
Department of
Agriculture

Animal and
Plant Health
Inspection
Service

Wildlife
Services

Virginia State
Office

PO Box 130
Moseley, VA,
23120
Ph: (804) 739-7739

An Equal Opportunity
Employer

VACANCY ANNOUNCEMENT

OPEN DATE:	January 12, 2026
CLOSING DATE:	January 19, 2026
POSITION TITLE:	Wildlife Biologist
TYPE OF POSITION:	13 Month Term Appointment with possibility for Benefits, Excepted Service, (may be extended up to 4 years)
WORK SCHEDULE:	Full-time, maxi flex including occasional weekends, and early mornings and nights
ANNOUNCEMENT #:	VA-WS-26-05
SERIES/GRADE:	GS-0486-07/09
FULL PERFORMANCE LEVEL:	GS-0486-09
LOCATION:	Norfolk, VA (Relocation expenses will not be paid)
SALARY:	GS 7 \$51,210 - \$66,574 GS 9 \$62,640 - \$81,436

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 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 this 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 (**cannot exceed two pages**), transcripts, veteran documentation (if applicable) to the address listed here:

CONTACT OFFICE:

James R. Powell, SE District Supervisor
USDA Wildlife Services - Virginia
1548A Holland Rd., Ste. 100 Suffolk, VA 23434
757-925-4391
james.r.powell@usda.gov

DUTIES:

Responsible for planning, organizing, and conducting direct control operations to reduce wildlife damage within a geographical area or technical/subject area of program involvement.

Inspects and surveys areas and, as necessary, will revise existing WDM programs.

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

Correctly identifies current, and forecasts future, damage problems and relates them to the damage-causing species.

Independently determines and 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. May independently negotiate small cooperative service field agreements.

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 others in preparing and submitting routine and special reports regarding daily, weekly or monthly activities, observations, events.

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) and Endangered Species Act (ESA) under guidance and oversight by supervisor.

Demonstrates a respect for safety in all operations, including the operation of motor vehicles, firearms, control devices and materials, and equipment.

Performs other duties, as required.

MINIMUM ELIGIBILITY REQUIREMENTS:

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

QUALIFICATIONS REQUIRED:

BASIC REQUIREMENT:

A. Degree: biological science that included:

- **At least** 9 semester hours in such wildlife subjects as mammalogy, ornithology, animal ecology, wildlife management, or research courses in the field of wildlife biology; and
- **At least** 12 semester hours in zoology in such subjects as general zoology, invertebrate zoology, vertebrate zoology, comparative anatomy, physiology, genetics, ecology, cellular biology, parasitology, entomology, or research courses in such subjects (Excess courses in wildlife biology may be used to meet the zoology requirements where appropriate.); and
- **At least** 9 semester hours in botany or the related plant sciences.

OR:

- A. Combination of education and experience:** equivalent to a major in biological science (i.e., at least 30 semester hours), with at least 9 semester hours in wildlife subjects, 12 semester hours in zoology, and 9 semester hours in botany or related plant science, as shown in A above, plus appropriate experience or additional education.

In addition to the above, applicants must have:

FOR THE GS-07 LEVEL: Applicants must have one year of specialized experience (equivalent to the GS-05 level) that demonstrates:

- Identifying North American wildlife species and assess their abundance, behavior, and habitats. • Dealing with human-wildlife conflicts, principles of wildlife damage management.
- The Migratory Bird Treaty Act (MBTA), Endangered Species Act, National Environmental Policy Act.
- The Skilled use of firearms, traps, snares, pesticides, immobilizing drugs, pyrotechnics, electronic harassment devices, and other non-lethal control tools.
- Using computers for word processing, spreadsheets, and database applications.

OR

1 year of graduate-level education (18 semester hours) in Wildlife Biology, Wildlife Ecology, Wildlife Management.

OR

Superior Academic Achievement: To qualify based on superior academic achievement, you must have completed the requirements for a bachelor's degree from an accredited institution AND must meet certain GPA requirements. For more details click: [Superior Academic Achievement](#)

Equivalent combinations of education and experience are qualifying for this grade level.

FOR THE GS-09 LEVEL: Applicants must have one year of specialized experience (equivalent to the GS-07 level) that demonstrates:

All requirements of the **GS-07** level and the following:

- Designing a wildlife survey program that detects spatial and temporal differences in wildlife abundance and provides a suitable index of conflicts with wildlife.
- Interpreting and applying policies, regulations, laws, and ordinances that affect wildlife damage management operations and working within those guidelines.
- Using GPS, GIS technologies, and web-based systems for data entry and administrative processes.

OR

2 years of progressively higher level graduate education leading to a master's degree in wildlife biology, wildlife management, wildlife ecology or masters or equivalent graduate degree in one of the above mentioned fields.

Equivalent combinations of education and experience are qualifying for this grade level.

TRANSCRIPTS are required if:

- This position requires specific coursework or a degree in a specific field to be basically qualified.
- You are qualifying for the position based on education.
- You are qualifying for this position based on a combination of experience and education.
- You are qualifying for this position based on Superior Academic Achievement.
- This education must have been successfully completed and obtained from an accredited school, college, or university.

COMBINATION OF EDUCATION & EXPERIENCE AT THE GS-07/09 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. To learn more about combining education and experience for this series, click the following: [Combining Education and Experience for Professional and Scientific Positions](#)

Experience refers to paid and unpaid experience, including volunteer work done through National Service programs (e.g., Peace Corps, AmeriCorps) and other organizations (e.g., professional; philanthropic; religious; spiritual; community, student, social). Volunteer work helps build critical competencies, knowledge, and skills and can provide valuable training and experience that translates directly to paid employment. You will receive credit for all qualifying experience, including volunteer experience.

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: (if applicable to your position)

- 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.
- 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.
- 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/>.

- Occasional travel may be required.
- Initial trial period 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).

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 subject line: Fair Chance Act.

Relocation costs will not be paid for this position.

More than one position may be selected from this announcement.