



VACANCY ANNOUNCEMENT

OPEN DATE: Nov 11, 2024

CLOSING DATE: Nov 25, 2024

POSITION TITLE: Wildlife Biologist (Airport)

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

WORK SCHEDULE: Full-time, Maxi-flex, Monday-Friday with occasional Weekends, early mornings and evenings with occasional night work.

ANNOUNCEMENT #: NDWS-2025-01

SERIES/GRADE: GS-0486-7/9

FULL PERFORMANCE LEVEL: GS-0486-9

NUMBER OF POSITIONS: 2

LOCATION: Grand Forks, North Dakota
Fargo, North Dakota

SALARY: \$49,025 - \$77,955 per year

United States
Department of
Agriculture

Animal and
Plant Health
Inspection
Service

Wildlife
Services

North Dakota /
South Dakota
State Office

Bismarck, ND 58501
701-355-3300

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 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 address listed here:

CONTACT OFFICE:
USDA APHIS Wildlife Services
Attn: Carl Frey
2110 Miriam Cir Suite A
Bismarck, ND 58504
701-355-3300
Carl.Frey@usda.gov

SUMMARY:

You will serve as a Wildlife Biologist within the USDA, APHIS, WS and performs assignments involving project and program delivery, management, and administration with minimal supervision. The work is primarily concerned with wildlife damage management operations relating to the assessment, reduction, and/or elimination of problems associated with wild and/or feral animal species in urban, suburban, and rural environments.

DUTIES:

- The duties described are for the full-performance level. At developmental grade levels, assignments will be of more limited scope, performed with less independence and limited complexity.
- The duties may include, but are not limited to:
- May perform a variety of technical procedures including capture, restraint, chemical immobilization, marking, transport, euthanasia, and/or necropsy of wildlife.
- May be required to take extensive training and recurrent training on wildlife damage or disease recognition, control methods, and techniques.
- Monitors and ensures compliance with program directives, and local, State, and Federal laws and regulations in wildlife damage management activities.

- Assists cooperators in understanding of and compliance with the Migratory Bird Treaty Act (MBTA), Endangered Species Act, Bald and Golden Eagle Protection Act, and other wildlife-related laws.
- Through supervisor and with assistance from the WS National Environmental Policy Act (NEPA) staff, develops and maintains categorical exclusions, environmental assessments, and monitoring reports.
- Gathers, compiles, evaluates, and presents data on damage or hazards caused by various wildlife species to cooperators, stakeholders, and colleagues.
- Establishes and maintains cooperative relationships with other Federal, State, county and city government agencies, Tribes, corporations, and educational or research institutions.
- Communicates safe and effective damage management techniques through outreach and other channels to the general public.
- Supports WS' safety program and procedures through participation in meetings, inspections, safety-related training, and implementation of safety requirements and protocols.

MINIMUM ELIGIBILITY REQUIREMENTS:

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

Qualifications

Applicants must meet all qualifications and eligibility requirements by the closing date of the announcement, including specialized experience and/or education, as defined below.

BASIC REQUIREMENT:

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

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 above, plus appropriate experience or additional education.

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

- Experience with the Migratory Bird Treaty Act (MBTA), Endangered Species Act, National Environmental Policy Act, and Federal Air Regulations.
- Experience using firearms, capture devices, pesticides, pyrotechnics, and other nonlethal control tools.
- Ability to gather, organize, and analyze data using techniques and technologies such as GPS, GIS, and web-based systems for data entry.

OR

- 1 year of graduate-level education 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 1) have a class standing in the upper third of the graduating class, 2) membership in a national scholastic honor society (excluding Freshman honor societies), or 3) must meet certain GPA requirements. GPA requirements: 3.0 or higher out of a possible 4.0 as recorded on official transcripts or as computed based on 4 years of education, or courses completed during the final 2 year of the curriculum; OR 3.5 or higher out of a possible 4.0 based on the average of the required course completed in the major field or courses completed during the final 2 years of the curriculum (GPA will be rounded to one decimal place, e.g., 2.95 rounds to 3.0 and 2.94 rounds to 2.9).

FOR THE GS-09 LEVEL: Applicants must have one year of specialized experience (equivalent to the GS-07 level) that may have been obtained in the private or public (local, county, state, Federal) sectors which demonstrates:

- Experience dealing with human-wildlife conflicts, principles of wildlife damage management and/or airport wildlife hazard management.
- Experience selecting appropriate wildlife damage management strategies, techniques, tools and applying them to specific situations.
- Experience monitoring wildlife behavior and abundance and evaluates hazards posed by various species of wildlife on airports and surrounding properties.
- Experience collecting, analyzing, and presenting ecological data on wildlife hazards to airport staff and appropriate regulatory agencies through regular program reports and at stakeholder meetings.

OR

- 2 years of progressively higher-level graduate education leading to a master's degree or master's or equivalent graduate degree in one of the following degree fields: Wildlife Biology, Wildlife Ecology, or Wildlife Management.
- 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.

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 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.

OTHER REQUIREMENTS: (if applicable to your position)

- Must obtain or have a valid U.S. driver's license. Operation of Government-owned or leased vehicles is required.
- 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.
- 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).

- The work requires moderately strenuous physical exertion. Physical exertion includes lifting moderate weights, walking over wet, rough, uneven, muddy, or rocky surfaces, bending, crouching, and stooping, stretching or similar activities. This work does require average agility and dexterity. The job also requires a flexible schedule, working odd hours, possible weekend work, and must be conducted at the affected site.
- There is sporadic and irregular exposure to moderate risks and discomfort, such as adverse weather conditions, noisy environments and extensive travel. The incumbent is expected to conduct all duties in a safe and orderly manner to prevent injury to self, fellow workers, cooperators or property.
- The incumbent will be required to have or quickly obtain certification as an Airport Wildlife Biologist.
- The incumbent will be required to successfully obtain and maintain all secure access credentials, vehicle operation certifications, and other certifications or trainings required by the agency and host entity for operations.
- Direct Deposit: Per Public Law 104-134 all Federal employees are required to have federal payments made by direct deposit to their financial institution.
- Occasional travel may be required.
- 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/>.

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 (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.

More than one selection may be made from this announcement.