



VACANCY ANNOUNCEMENT

OPEN DATE: July 1, 2024

CLOSING DATE: July 10, 2024

POSITION TITLE: Wildlife Biologist

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: Full-Time, Maxi-Flex. Monday – Saturday with occasional weekends, Holidays, early mornings, and evenings with frequent seasonal night work.

ANNOUNCEMENT #: **WS OR-CP-070124-01**

SERIES/GRADE: GS-0486-7/9

FULL PERFORMANCE LEVEL: GS-0486-09

NUMBER OF POSITIONS: 1

LOCATIONS: **Jackson or Klamath County, Oregon**
(no relocation expenses)

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

United States
Department of
Agriculture

Animal and
Plant Health
Inspection
Service

Wildlife
Services

Oregon State
Office

6035 NE 78th Court
Ste 100 Portland, OR
Ph: (503) 820-2750

An Equal Opportunity
Employer

*GS Locality Pay Tables can be accessed at <https://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2024/general-schedule/>

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)
 - 4) All supervisors' phone numbers and if they may be contacted
 - 5) 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 OREGON:

Paul Wolf
Southwest Oregon District Supervisor
3503 Old Hwy 99 South, Suite J
Roseburg, OR 97471
(503) 593-1719
Paul.C.Wolf@usda.gov

Summary:

This position will be based out of Jackson or Klamath County, Oregon and will be responsible for overseeing and conducting wildlife conflict prevention work in multiple counties in Oregon. Additionally, may be asked to perform similar duties as supported by the District Supervisor(s) and State Director, and other field duties or administrative duties as assigned.

DUTIES:

Performs duties relating to wildlife damage management and the use of non-lethal predator damage management techniques and procedures for the purpose of reducing predation on livestock.

Identifies predator species by sight, sound, tracks, type of depredation or damage present; examine other appropriate evidence and correctly identify such damage situations and relate them to the depredating species.

Is responsible for organizing, conducting, and implementing non-lethal predator damage management operations within a large geographical area as assigned by supervisor to control damage caused by predators.

Utilizes a variety of non-lethal predator damage management tools in a safe and proficient manner in conducting wildlife damage management activities.

May be required to ride horseback in remote, rugged terrain, to transport self and equipment necessary to protect livestock on grazing allotments.

Required to obtain a remote pilot license for UAS.

May be required to become a certified PepperBall Instructor.

Maintains public contacts, providing technical assistance and formulating proper species' selective wildlife damage management strategies.

Is responsible for reporting accomplishments, problems encountered, work locations, etc. to supervisor. Prepares and submits routine and special reports regarding daily, weekly or monthly activities, observations, events and other relevant data.

Must demonstrate a respect for safety in all operations, including the operation of motor vehicles, management devices, and equipment.

Participates in required training, e.g., computers, non-lethal predator damage management techniques, all-terrain vehicles (ATV), and related equipment utilized in wildlife damage management operations.

Incumbent is entrusted with, and is responsible for, Government-owned control equipment for which an inventory must be maintained and reported, including locations, acquisitions, returns and losses.

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

Responsible for coordination of non-lethal Predator Damage Management in the SW District of Oregon but may be asked to help coordinate work on a large scale – statewide. Contacts are very diverse including numerous other WS technicians, livestock producers, U.S Fish and Wildlife Service and Oregon Department of Fish and Wildlife contacts.

Responsible for collecting data to support an annual end of year report complete with diagrams, pictures, tables, figures, & text. Also responsible for project logs which include size of project, location, protected resources, what resources are being protected from, cost of project including cost-share, etc.

Supports the WS safety program and procedures through participation in meetings, inspections, and implementation of safety requirements and protocols.

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.

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**

Applicants must meet all qualifications and eligibility requirements by the closing date of the announcement including the following specialized experience and/or education, as identified by grade level.

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 in A above, plus appropriate experience or additional education.

In addition to meeting the Basic Requirement you must also meet the following requirements for each grade level.

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

- Experience in dealing with human-wildlife conflicts, principles of wildlife damage, and wildlife/livestock damage management.
- Independently resolve human-wildlife conflicts using the appropriate wildlife damage management technique that is safe, effective, and efficient.
- Experience communicating both verbally and in writing to cooperators and stakeholders promoting wildlife damage management activities.

- Skilled use of firearms, traps, snares, pesticides, immobilizing drugs, pyrotechnics, electronic harassment devices, drones, PepperBall launchers and other non-lethal control tools.

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:

Designing a wildlife survey program that detects spatial and temporal differences in wildlife abundance and provides a suitable index of conflicts with livestock and wildlife.

Interpreting and applying policies, regulations, laws, and ordinances that affect wildlife damage management operations and working within those guidelines.

Ability to coordinate multiple projects and numerous facets of large projects, and to prioritize work for themselves and co-workers to complete multiple tasks of varying complexities and durations.

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.

Combination of Education and Experience:

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.

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 qualifications 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, AmeriCorp) 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.

OTHER REQUIREMENTS:

- Must obtain or have a valid state driver's license. Operation of Government-owned or leased vehicles is required. (if this applies)
- 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).

- Occasional Travel is 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/>

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 these 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.

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.