



## Career Opportunity with APHIS Wildlife Services

**Position Title:** Wildlife Specialist

**Grade:** GS-4,5,6

**Closing Date:** June 18, 2024

**Salary:** \$19.15-\$31.05/hour

**Term:** 13 month term (may be extended up to 4yrs)

**Location:** Rochester, NH

**Contact:** Carrie Stengel, [carrie.stengel@usda.gov](mailto:carrie.stengel@usda.gov)

### Job Summary:

This is a landfill position. Primary duties will involve assisting with the implementation of an integrated bird harassment and monitoring program to reduce damage and conflicts associated with large concentrations of birds using the landfill facility in Rochester, NH. The incumbent will be required to independently conduct integrated bird harassment and lethal removal activities at the landfill with input and guidance from the State Director, District Supervisor, Assistant District Supervisor, and staff biologists.

Learn more about APHIS Wildlife Services and our many exciting career opportunities by visiting:

<https://www.aphis.usda.gov/careers/career-paths/wildlife-management>





## VACANCY ANNOUNCEMENT

**OPEN DATE:**

**CLOSING DATE:** June 18, 2024

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

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

**WORK SCHEDULE:** Full-time

**ANNOUNCEMENT #:** NHWS24-03

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

**FULL PERFORMANCE LEVEL:** GS-0404-06

**LOCATIONS:** Rochester, NH  
(Relocation expenses will not be paid)

**SALARY:**  
**GS 4** \$39,961 - \$51,945 per year  
**GS 5** \$44,709- \$58,118 per year  
**GS 6** \$49,838- \$64,792 per year

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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 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

United States  
Department of  
Agriculture

Animal and  
Plant Health  
Inspection  
Service

Wildlife  
Services

5757 Sneller Rd  
Brewerton, NY 13029

An Equal Opportunity  
Employer

- 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: Carrie Stengel 59 Chenell Dr. Suite 7  
 Concord, NH 03301 603.520.8941  
 carrie.stengel@usda.gov (preferred method)

**TYPE OF POSITION:** The incumbents will serve as a Biological Science Technician for the USDA, Animal and Plant Health Inspection Service, Wildlife Services (WS) program in New Hampshire. The incumbents will be required to perform a variety of tasks to help resolve conflicts involving damage to agriculture, property, natural resources, wildlife threats to human safety, collect disease samples, conduct wildlife monitoring, assist with rabies management, provide technical assistance, and mitigate bird damage at landfills and airports

This is a landfill position. Primary duties will involve assisting with the implementation of an integrated bird harassment and monitoring program to reduce damage and conflicts associated with large concentrations of gulls using the Turnkey Recycling and Environmental Enterprises (TREE) (Rochester Landfill) facility in Rochester, NH. The incumbent will be required to independently conduct integrated bird harassment and lethal removal activities at the landfill with input and guidance from the State Director, District Supervisor, and staff biologists. Work environment may include weather extremes and dirt and dust associated with a landfill facility and long periods of sitting.

**DUTIES:**

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

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.

Utilizes working knowledge of WDM methods and strategies to independently recommend appropriate WDM strategies which alleviate wildlife damage for cooperators and the general public through technical assistance.

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.

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.

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.

Must be familiar with a range of various threatened and endangered species, and their habitats, that are or may be affected by program activities within area of jurisdiction.

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

Conducts all operations using approved safety procedures and in accordance with local, State and Federal laws and regulations, and USDA, APHIS, and WS policies.

Obtains and maintains pesticide applicator licenses, permits, or other similar authorizations as necessary.

May assist WS research efforts by participating in field tests of proposed damage control materials, devices or methods or providing biological or other specimens.

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:**

**FOR THE GS-04 LEVEL:** Applicants must have 6 months of general experience in addition to six 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:

- Experience identifying North American wildlife species.
- Experience in preparing baits and setting traps in accordance with standard procedures.
- Experience keeping routine and basic records of daily activities and observations.
- Experience in using and maintaining specialty equipment such as boats, ATVs, and trucks.

**OR**

**EDUCATION SUBSTITUTION AT THE GS-04 GRADE LEVELS:**

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, at least 6 semester hours of courses must be directly related to the position to be filled.

**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-05 GRADE LEVEL:** Applicants must have one year of specialized experience equivalent to the level of difficulty and responsibility to the next lower level (GS-04) in the Federal service. This experience may have been obtained in the private or public (local, county, state, Federal) sectors which demonstrates:

- Experience communicating with individuals or groups
- Experience in wildlife damage mitigation methods and techniques.
- Experience using lethal and non-lethal animal control techniques.
- Conducting basic computer operations for record keeping, data analysis, report writing and correspondence.

**OR**

**EDUCATION SUBSTITUTION AT THE GS-05 GRADE LEVEL:**

Successfully completed four full years of education above high school 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, statistics, entomology, animal husbandry, botany, physics, agriculture, or mathematics and at least 6 semester hours must be directly related to the position to be filled.

**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-06 Grade Level:** Applicants must have one year of specialized experience equivalent to the level of difficulty and responsibility to the next lower level (GS-05) in the Federal service. This experience may have been obtained in the private or public (local, county, state, Federal) sectors which demonstrates:

- Dealing with human-wildlife conflicts and principles of wildlife damage management.
- 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.
- The use of firearms, traps, snares, pesticides, immobilizing drugs, pyrotechnics, electronic harassment devices, and other non-lethal control tools.
- Creating/maintaining public contacts to formulate assistance strategies that incorporate technical assistance and operational control techniques.

OR

Successfully completed 1 year of graduate education (18 semester hours) in wildlife.

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.

**TRANSCRIPTS** are required if: You are qualifying for the position based on education. You are qualifying for this position based on a combination of experience and education. This education must have been successfully completed and obtained from an accredited school, college, or university.

#### **OTHER REQUIREMENTS:**

- 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 obtain or have a valid state driver's license at time of application.
- 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).
- Occasional travel 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 (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](mailto:MRP.Fairchance@usda.gov) subject line: Fair Chance Act

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