INTRODUCTION

This position is located on a Forest Service unit. The incumbent serves as a basic trainee and receives orientation and on-the-job training in application of rangeland conservation and ecosystem management principles and theories. This position involves invasive non-native plant management and monitoring.

MAJOR DUTIES

Duties are primarily to provide work and training experience to prepare the incumbent for a more advanced rangeland management specialist position (training in: National Forest Management Act, National Environmental Policy Act, other legislation, its requirements and application; ecological management including ecological classification, successional stages, site potential/desired plant community, and livestock management principles; appeals; data base use and management; etc,) and secondarily to accomplish the unit's resource goals and objectives.

Collects basic data from on-the-ground observations to determine rangeland activity suitability, ecological health, ecological status, trend and grazing capacity of the rangeland resource.

Prepares various rangeland maps, and compiles vegetation management data prior to preparation and implementation of grazing strategies designed to help achieve land management plan goals and objectives.

Gathers basic information for rangeland vegetation programs and monitors strategies and activity permits for compliance and on-the-ground results.

Makes observations and gathers information for evaluating the need of control programs for poisonous or noxious plants, rodents, etc.

Checks rangeland improvements maintenance, gate closures, salting procedures, and determines proper distribution.
Assists in carrying out the unit's program by overseeing tagging, dye branding or other means of identifying authorized livestock.

Makes livestock checks and counts to determine that only authorized animals are being grazed on National Forest System lands or other lands under Forest Service control.

Updates rangeland and livestock data bases and prepares grazing reports.

Takes grazing and other rangeland activity applications, explaining the permit terms to the permittee.

Assists in making contacts with local rangeland users, explaining the Forest rangeland program, answering questions, and coordinating with rangeland users to help solve rangeland problems.

Receives assignments to broaden knowledge of Agency activities in areas such as wildlife, watershed, recreation, fire, timber, business or personnel management.

Performs the full range of standardized technical assignments consisting of a variety of routine and frequently complex tasks involving invasive non-native plant treatment, management, inventory, and monitoring. Assignments involve the performance of a series of basic related technical tasks, which must be completed according to a predetermined and established routine. May also perform a variety of nonstandard tasks related to invasive non-native plant treatment, management, inventory, and monitoring.

Identifies invasive non-native plants using various field guides or botanical keys, surveys for target plants, collects and assesses data on infestation location and status, and treats invasive plant infestations. Treatments primarily involve using herbicides, but may also be accomplished by hand-pulling, and/or using hand tools, power tools, mowers, and other standardized control methods.

Collects and records data related to infestation location and status. Responsible for ensuring that data related to invasive non-native plant treatments is recorded accurately and legibly, and according to specific protocols.

Performs highly physical labor and daily hiking often to remote locations in rugged terrain under possible adverse weather conditions. Uses global positioning systems, aerial photographs, topographic maps, GIS and/or compass in navigation. A portion of time may be dedicated to data entry and other duties in a laboratory/office setting.

Applies herbicides using backpack sprayers or other equipment on a regular basis according to specific guidelines. Performs basic mathematical calculations related to herbicide mixing and applications. Utilizes appropriate personal protective equipment supplied by the Forest Service at all times. May identify, collect, and release appropriate insects (biological control) to achieve desired objectives.
Performs supervisory duties 20% or less of the time. Plans the work to be accomplished by the unit, assigns work to employees, and establishes production or quality standards for the unit’s work. Establishes and communicates guidelines and performance requirements to employees; conducts formal performance reviews; and identifies and provides for the developmental and training needs of employees. Hears and resolves employee complaints, effects minor disciplinary measures, and recommends action in more serious cases. Performs administrative and human resources management functions for the unit; provides advice, counsel or instruction on both administrative and work matters; and assures full compliance with safety regulations.

Promotes equal opportunity and employs nondiscriminatory practices for merit promotion, recruitment and hiring of applicants; encouragement, recognition and fair treatment of all employees; and career development and full utilization of employees’ skills. Adheres to nondiscriminatory employment practices regarding race, color, national origin, age, disability; and where applicable, sex, marital status, familial status, parental status, religion, sexual orientation, genetic information, political beliefs, reprisal; or because all or part of an individual’s income is derived from any public assistance program.

**Note: Required Licenses and/or Certifications**

Position is required to obtain and show proof they possess a valid herbicide applicators license before being hired for the position.

**To Apply:**

https://fsoutreach.gdcii.com?id=AE2DF73CB6BD47B394B31884854C2C05

**FACTOR STATEMENTS**

**Factor 1. Knowledge Required by the Position**

Factor Level 1-4 550 Points

Knowledge of basic professional rangeland management and ecological principles, concepts and methods to enable the incumbent to perform trainee-level duties.

Ability to express written and verbal thoughts in order to document and report on technical aspects of work.

Knowledge of supervision and personnel practices and procedures in order to carry out responsibilities and to plan/integrate work schedules to meet unit needs.

**Factor 2. Supervisory Controls**

Factor Level 2-2 125 Points

The supervisor assigns work that is accomplished by clear, detailed and specific instructions including target completion dates.

Incumbent works as instructed consulting with supervisor on all matters not specifically
covered in the original instructions or guidelines.

Work is reviewed at key progress points and on completion for technical accuracy and adherence to instructions and established procedures.

**Factor 3. Guidelines**

Factor Level 3-2  125 Points

Guidelines include Agency manuals, handbooks, pertinent laws, Executive Orders, and regulations in all fields of resource management. These detailed guidelines are directly applicable to the assigned work.

Incumbent works in strict adherence to the guidelines, consulting the supervisor for authorization of any deviations.

**Factor 4. Complexity**

Factor Level 4-2  75 Points

Assignments consist of duties involving related steps, processes, or methods designed to orient the trainee in the practical application of policy, basic rules and regulations.

Factors to be considered differ with the subject, phase, or issues involved in each assignment. Applicable alternatives are few and easily recognizable.

Assignments are usually screened to eliminate difficult or unusual problems.

**Factor 5. Scope and Effect**

Factor Level 5-2  75 Points

The primary purpose is to orient the trainee in the practical application of scientific theory, policy, rules and regulations as they relate to the range conservation aspects of ecosystem based resource management.

The effect of the work is to provide quality rangeland ecosystem information and project/activity administration in order to help achieve the rangeland resource objectives and goals that have been established for the immediate land area involved.

**Factor 6. Personal Contacts**

Factor Level 6-2

Contacts are with unit employees in range conservation and related disciplines, with external range management agencies and interested parties.

**Factor 7. Purpose of Contacts**

Factor Level 7-a  45 Points

Contacts are for the purpose of gathering rangeland information, explaining the unit's range program, or processing rangeland permit applications.

**Factor 8. Physical Demands**

Factor Level 8-2  20 Points
The work requires regular physical exertion such as walking or riding horses over rough or mountainous terrain.

The incumbent is responsible for applying herbicides with backpack sprayers or other equipment using appropriate personal protective equipment which will be supplied by the Forest Service.

**Factor 9. Work Environment**  
**Factor Level 9-2  20 Points**

Work is performed in an office and field setting. Field work hazards include risk of injury from falls, strains, insect bites, and exposure to weather extremes such as rain, cold, and hot weather. Safety precautions are necessary and protective equipment or clothing is provided.

Total Points: 1035  
Point Range: 855-1100=GS-05

**References Used:**

JFS for Professional Work in the Natural Resources Management and Biological Sciences Group, 0400, September 2005.

**Source Documents:**

Biological Science Technician (Plants/Weeds), GS-0404-05; Forest Service; PD# 000975; Classified 06/04/2003

**Name of Classification Delegate:** Lucinda A. Martin  
**Date Classified:** September 26, 2014