VACANCY ANNOUNCEMENT

TO: All Interested Parties

SUBJECT: Recruiting Wildlife Specialist, North Carolina.

DATE: 3/22/16

The North Carolina Wildlife Services program is recruiting a Wildlife Specialist (Biological Science Technician) for work on cooperatively funded projects. The position is a full-time term, GS-0404-4/5/6, not to exceed 13 months of employment with benefits and the possibility of being renewed. Relocation costs for this position will not be paid. Starting dates are negotiable.

This position will be located in Lenoir County, North Carolina. The assignment involves the performance of a wide range of duties related to the management of wildlife damage, but primary duties will be alleviating beaver damage problems in Lenoir, Greene, Jones, and Onslow counties in North Carolina. The employee will work closely with cooperating entities while conducting technical assistance and operational damage management activities. Trapping and lethally removing wildlife will be required.

QUALIFICATIONS:

FOR THE GS-4 GRADE LEVEL:
Applicants must have 6 months of general experience and 6 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 that demonstrates:

Use of wildlife damage control techniques (including, but not limited to traps, snares, firearms, attractant baits) to alleviate damage caused by aquatic rodents, predators, birds and other animals.

Prepare reports regarding activities, observations, events, and other relevant data collected.

Has training on the control methods, procedures, technical aspects, and objectives used for wildlife damage control.

Inspect and survey areas with the ability to recognize various wildlife.

Meeting and communicating with individuals and groups.

Recognize habits, characteristics, and habitats occupied by a variety of mammalian and avian wildlife species.

OR
Successful completion of 2 years of study that included at least 12 semester hours in any combination of courses such as scientific or technical courses such as biology, chemistry, statistics, entomology, animal husbandry, botany, physics, agriculture, or mathematics with at least 6 semester hours in wildlife.

FOR THE GS-5 GRADE LEVEL:
Applicants must have one year of specialized experience (equivalent to the GS-04 level) that may have been obtained in the private or public (local, county, state, Federal) sectors which demonstrate:
Use of wildlife damage control techniques (including, but not limited to traps, snares, firearms, attractant baits) to alleviate damage caused by aquatic rodents, predators, birds and other animals.

Prepare reports regarding activities, observations, events, and other relevant data collected.

Has training on the control methods, procedures, technical aspects, and objectives used for wildlife damage control.

Inspect and survey areas with the ability to recognize various wildlife.

Meeting and communicating with individuals and groups.

Recognize habits, characteristics, and habitats occupied by a variety of mammalian and avian wildlife species.

OR
Successful completion of a full 4-year course of study 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, with at least 6 semester hours in wildlife.

FOR THE GS-6 GRADE LEVEL:
Applicants must have one year of specialized experience (equivalent to the GS-05 level) that may have been obtained in the private or public (local, county, state, Federal) sectors which demonstrates:

Technical experience trapping various species in urban, suburban and rural environments, including, but not limited to, beaver, nutria, muskrat, raccoon, fox, and birds. Has familiarity with using various traps to capture these animals with little or no direction supervision.

Has experience with using a variety of non-lethal and lethal control techniques to reduce mammal and bird damage. Has proficiency with using a variety of wildlife frightening devices and firearms to remove offending wildlife when necessary.

Experience maintaining contact and developing working relationships with various parties, including but not limited to farmers, businesses, land owners, airports, natural resources, pest management, civil engineering, and other federal agencies.

Experience collecting scientific data and utilizing various computer software programs to manage, analyze and present the data that would include; word processing, spreadsheets, databases, presentation and GIS software.

OR
Has six full months of graduate education that includes at least 9 semester hours with an emphasis in Wildlife.

OR
COMBINATION OF EDUCATION AND EXPERIENCE AT THE GS-4/5/6 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.

Knowledge, Skills, and Abilities:

Ability to identify common North Carolina wildlife species by sight, sound, tracks, scat, type of depredation or damage present, examine other appropriate evidence and correctly identify such damage situations and relate them to the depredating species.

Knowledge of the life history, behavior, and habitat requirements of a wide variety of North Carolina avian and mammalian species that may be involved in damage to property and agricultural resources, cause nuisance problems, require disease monitoring or pose threats to human health and safety.

Has ability to independently identify damage problems and relate them to the depredating species and to select and implement the most effective means of damage management.

Knowledge of commonly used wildlife damage management techniques, methods, equipment, and materials required for effective use of harassment and exclusion, habitat modification, and population management approaches.

Must be able to apply invasive species concepts, and be familiar with effective strategies for managing invasive species impacts and populations.

Must be able to demonstrate safety in all operations, including the use of motor vehicles, firearms, control devices, and other equipment.

Must have a valid State Motor Vehicle Operator’s or Commercial License, as appropriate. Operation of Government-owned or leased vehicles is required.

Have knowledge of, and the ability to interpret, applicable Federal, state, and local regulations, laws and ordinances necessary to carry out duties in a safe and legal manner. Has knowledge of National and NC WS Program policy, Federal employee conduct, ethics, and equal opportunity requirements.

Must have the ability to work and deal effectively with people, including coworkers and cooperators, under varying conditions. Has the ability to communicate, both orally and in writing, to coordinate and promote program activities with interested/affected groups and organizations and prepare required program reports.

Must have the ability to use computers, GPS units, and associated software to effectively communicate through e-mail and official correspondence, record data in web based systems, and conduct basic analyses using spreadsheets and databases.

Conditions of Employment:

• 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
• DD-214 (Member 4 copy) and/or VA letter required for applicable Veteran preference

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. AS DIRECTED, INCUMBENTS OF THIS POSITION WILL BE REQUIRED TO SUBMIT TO URINALYSIS TO SCREEN FOR ILLEGAL DRUG USE ON AN ONGOING BASIS AFTER APPOINTMENT.

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 YOU MEET THESE CRITERIA.

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 career 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 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 station 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 employees to a minimum.

Interested individuals should send a resume, transcripts, DD-214 (Member 4 copy) and/or VA letter required for applicable Veteran preference, OF-306 Application (See website http://www.opm.gov/forms/pdf_fill/of0306.pdf), and contact information for three references.

Application materials should be submitted to:

Emily Gaydos
District Supervisor
403 Government Circle, Suite 2
Greenville, NC 27834
emily.k.gaydos@aphis.usda.gov

Deadline to receive application materials is April 15, 2016. Interviews will be scheduled shortly thereafter. If you have any questions, please call Emily Gaydos (252) 902-1755.
BIOLOGICAL SCIENCE TECHNICIAN (WILDLIFE)
GS-404-4/5/6
APHIS/WS/ER/NC Area               MR#: 4WS700

Note: This position can be filled at a GS-4, GS-5, and GS-6 multi-grade career ladder. Attached responsibilities are at the Full Performance Level. At developmental grade levels, assignments will be of more limited scope, performed with less independence and may reflect limited complexity and personal contacts. At developmental levels, the incumbent will be acquiring the background necessary to function at the Full Performance Level.

INTRODUCTION
This position is located in the Wildlife Services (WS) Program, Animal and Plant Health Inspection Service, of the U.S. Department of Agriculture. The assignment involves the performance of duties relating to wildlife management and use of control techniques aimed at controlling wildlife damage, particularly that of birds and mammals, when they conflict with man's economic interest, health or safety. The work is primarily concerned with WS operations relating to the cessation, alleviation or mitigation of problems created by birds, mammals and other animals in airport/military airfield environments.

MAJOR DUTIES
Incumbent is responsible for organizing, conducting, and implementing direct control operations within a large geographical area assigned by the District Supervisor or State Director to control damage caused by avian or mammalian species.

Independently assesses, evaluates and makes management recommendations for a wide variety of wildlife species and wildlife damage situations. The work is primarily concerned with implementing management strategies using both non-lethal and lethal control techniques for reducing beaver damage to private property, agriculture, public roadways, and other resources.

Prepares and assists others in preparing and submitting routine and special reports regarding daily, weekly or monthly activities, observations, events and other relevant data.

Cooperates and maintains working relationships cooperators and personnel from other agencies.

Incumbent serves as an expert instructor and conducts demonstrations and training for others, including other cooperators or interested groups, on damage control methods, procedures, and program objectives. This includes preliminary instructions and training of new personnel on WS equipment, devices, chemicals, firearms, etc., reporting procedures, field responsibilities and other technical aspects of the program.

Responsible for reporting accomplishments, problems encountered, work locations, etc. to supervisor. Is entrusted with Government-owned control equipment for which an inventory must be maintained and reported, including locations, acquisitions, returns, losses, and reason therefore.

Must demonstrate a respect for the need for safety in all operations including the operation of motor vehicles, firearms, control devices, and equipment.
Performs other related duties as assigned.
Must have a valid State motor vehicle operator license. Operation of a Government-owned or leased vehicle is required. Must be able to operate various types of small boats and be able to swim.

FACTORS

**KNOWLEDGE REQUIRED BY THE POSITION**

Knowledge of the principles, policies and objectives of the WS program together with an understanding of contradictory views or attitudes of opposing groups or agencies.

Knowledge of the habits, characteristics and habitats occupied by a wide variety of avian and mammalian species that are, or that may become, a threat in terms of agricultural production, public health or human property or safety or natural resources.

Knowledge of the various WS control methods and procedures, including the use of firearms, safety live traps and chemicals approved for WS operations. Control devices include the use of amplified distress calls, pyrotechnics, spray cannons, mechanical repellents and barriers, drop nets, rocket nets and various launchers.

Ability to interpret and apply local, State and Federal policies, regulations, laws and ordinances that affect not only WS procedures but also wildlife species.

Knowledge of endangered species concepts, and familiarity with the ranges of the various endangered or threatened species that might come in conflict with any phase of the WS program.

**SUPERVISORY CONTROLS**

Incumbent works under the general supervision of the District Supervisor, wildlife biologist or higher graded technician. Incumbent is given considerable latitude in carrying out delegated responsibilities and is expected to exercise individual initiative and independent judgment in determining courses of action, work priorities, or operational needs. The supervisor may be located a considerable distance and time away from work location and may not always immediately be available for consultation, review of area accomplishments, reports and records. Controversial items, highly sensitive issues, or critical problems which may have a detrimental impact on WS operations will be responded to and discussed with supervisor. Is expected to independently resolve operational problems and/or propose solutions outlining recommended procedures, necessary equipment/material and duration of effort needed to effect solutions.

**GUIDELINES**

Guidelines include a variety of local, State and Federal laws, regulations or ordinances regarding animal damage control activities. Judgment is required in the selection and adaptation of appropriate guideline for each situation encountered by the incumbent.

**COMPLEXITY**

The work involves the performance of a broad range of duties relating to the use of control techniques, including the handling of firearms, pyrotechnics, pesticides, and a variety of traps aimed at controlling wildlife damage.
**SCOPE AND EFFECT**

The purpose of the work is to provide assistance in maintaining proper control strategies in wildlife management. The incumbent's work is critical to the overall effectiveness of the Wildlife Services Program.

**PERSONAL CONTACTS**

Contacts are with members of the general public, including citizen groups and associations, farmers, ranchers, public lands managers and various local, State and Federal agencies. Contacts may also include individuals who do not understand or support the Wildlife Services program.

**PURPOSE OF CONTACTS**

The purpose of contacts are to negotiate agreements, provide technical assistance in operational control and to promote the WS program and its accomplishments.

**PHYSICAL DEMANDS**

The work requires physical exertion such as walking over rough, uneven or rocky surfaces, bending, crouching, stooping and stretching. Agility and dexterity are required.

**WORK ENVIRONMENT**

Incumbent spends a considerable amount of time outdoors. The terrain may be uneven, rocky or in vegetation. There may be exposure to extremes of weather and temperature. The incumbent is also exposed to toxic chemicals.