



United States  
Department of  
Agriculture

Animal and  
Plant Health  
Inspection  
Service

Wildlife  
Services

Washington/Alaska  
720 O'Leary St. NW  
Olympia, WA  
98502  
Ph: (306) 753-9884  
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An Equal Opportunity  
Employer

## VACANCY ANNOUNCEMENT

**OPEN DATE:** November 21, 2022

**CLOSING DATE:** November 28, 2022

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

**TYPE OF POSITION:** Full Time Term Appointment with possibility for Federal Employee Health Benefit, Sick and Annual Leave Benefits, Excepted Service. Not to Exceed 13 months (may be extended up to 4 years)

**WORK SCHEDULE:** Full-Time, Maxiflex work schedule to be tailored to seasonal wildlife activity

**ANNOUNCEMENT #:** WA EAST-BST-1

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

**FULL PERFORMANCE LEVEL:** GS-0404-6

**NUMBER OF POSITIONS:** 4

**LOCATIONS:**  
1 – Spokane, Washington  
1 – Wenatchee, Washington  
1 – Clarkston, Washington  
1 – Tri-Cities, Washington

**SALARY:** \$33,221 – \$ 52,341 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 (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 mail or email (preferred) a resume, transcripts, veteran documentation (if applicable) to the address listed here:

**CONTACT OFFICE:**

**USDA APHIS Wildlife Services**  
**3060 Bell Road NE**  
**Moses Lake, WA. 98837**  
**Attn: Wade Carlson, District Supervisor**  
**509-770-0721**  
[Steven.W.Carlson@usda.gov](mailto:Steven.W.Carlson@usda.gov)

**DUTIES:**

These positions are located in the Wildlife Services (WS) Program, Animal and Plant Health Inspection Service (APHIS) of the U.S. Department of Agriculture. The WS Program provides federal leadership in addressing wildlife damage problems to protect agriculture, property, natural resources and human health and safety. Both operational management and information sharing activities are conducted. The incumbent performs a wide range of assignments related to wildlife damage management with special emphasis on activities to assess, reduce or prevent wildlife damage throughout Eastern Washington. The incumbent also assists with other wildlife damage management projects as required within the District or State program. Furthermore, the incumbent will:

- Use techniques aimed at controlling native and invasive wildlife damage to property, human safety, natural resources and agriculture.
- Be required to be familiar with and know how to use various devices, chemicals, tools, and related equipment utilized in mammal and bird damage control operations, including the use of snares, traps, or specialized firearms.
- Responsible for organizing, conducting, and implementing direct control operations within a small geographical area as assigned by supervisor to control damage caused by avian or mammalian species.
- Prepare and assists others in preparing and submitting routine and special reports regarding daily, weekly or monthly activities, observations, events and other relevant data.
- The incumbent must demonstrate a respect for safety in all operations, including the operation of motor vehicles, firearms, control devices, and equipment.
- Assist with outreach and educational opportunities through workshops and training sessions.
- Conduct much of his/her time working independently and/or cooperatively with fellow WS personnel when necessary.
- Other duties as assigned.

**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 GRADE:** 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 which demonstrates:

- Experience in the principles of wildlife ecology and management to support the goals of Wildlife Services.
- Experience identifying North American wildlife species using field identification guides, expertise, and related methods in support of wildlife damage management efforts.
- Experience safely and effectively using firearms, traps, snares, pesticides, immobilizing drugs, pyrotechnics, electronic harassment devices, and other non-lethal control tools to provide wildlife damage management to cooperators.
- Conducting basic computer operations for record keeping, data analysis, report writing and correspondence

**OR**

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.

**FOR THE GS-05 GRADE:** 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 demonstrates:

- Experience using lethal and non-lethal wildlife damage control techniques and tools
- Experience to work within local, state and national rules and regulations as they apply to wildlife policies and procedures
- Experience preparing reports regarding activities, observations, events, and other relevant data collected
- Identifying various species of wildlife

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. At least 6 semester hours of courses must have been directly related to the position to be filled.

Equivalent combinations of education and experience are qualifying for this grade level.

**FOR THE GS-06 GRADE:**

Applicants must have one year of specialized experience (equivalent to the GS-5 level) that may have been obtained in the private or public (local, county, state, federal) sectors which demonstrates experience in:

- 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.
- 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-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.

**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 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).

**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 position may be selected from this announcement.**