



## VACANCY ANNOUNCEMENT

**OPEN DATE:** November 14, 2022

**CLOSING DATE:** November 28, 2022

**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:** Fulltime – Maxiflex

**ANNOUNCEMENT #:** WA-EAST-2023-BIO-1

**SERIES/GRADE:** GS-0486-7/9

**FULL PERFORMANCE LEVEL:** GS-0486-09

**NUMBER OF POSITIONS:** 2

**LOCATIONS:** Dallesport, Washington  
Tri-Cities, Washington

(Relocation expenses will not be paid)

**SALARY:** \$44,740 - \$71,146

United States  
Department of  
Agriculture

Animal and  
Plant Health  
Inspection  
Service

Wildlife  
Services

Alaska District

9001 E Frontage Rd  
Palmer, AK 99645  
Ph: 907-745-0871  
Fax: 907-746-0873

An Equal Opportunity  
Employer

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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 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
- 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), if applicable
- 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:**

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

**Background:**

This position is located in Eastern Washington District of the Washington/Alaska Wildlife Services (WS) Program, Animal and Plant Health Inspection Service 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 will assist the District Supervisor and will serve as a Project Leader for coordinating seasonal projects to protect federally threatened and endangered salmon and steelhead species.

The incumbent also assists with other wildlife damage management projects as required within the District or State program.

## **DUTIES:**

The duties may include, but are not limited to:

- Use techniques aimed at controlling native and invasive wildlife damage to property, human safety, natural resources and agriculture. Identify wildlife damage and animal sign of damaging species and non-target species.
- Maintain public contacts; providing technical assistance and formulating proper species selective wildlife damage management control strategies. May negotiate or participate in the negotiation of cooperative agreements/funds with program cooperators.
- Establishes and maintains cooperative relationships with other agencies, organizations, institutions, industry groups and individuals in meeting program needs and goals.
- Prepare and assist others in preparing and submitting routine and special reports regarding daily, weekly or monthly activities, observations, events and other relevant data.
- As Project Leader, serves as an expert instructor and conducts demonstrations and training for other WS personnel. This may include preliminary instruction and training of new WS personnel on WS equipment and control methods, reporting procedures, field responsibilities, and other technical aspects of the program, as well as educational presentations to groups. The incumbent may advise other cooperators or interested groups, on damage control methods and other various aspects of the program. Incumbent attends and represents WS at local meetings, conferences, and workshops.
- Operate and maintain firearms, and ensure the safekeeping of tools, supplies, equipment and vehicles in accordance with standard operating procedures. May be required to serve as a trainer for the operation of boats, ATV's, or UTVs.
- As Project Leader, provide oversight on multiple projects and assigned Wildlife Specialists to ensure that the projects are operating efficiently, within the bounds of policy and permits, and safety.
- Monitors wildlife behavior and abundance and evaluates hazards posed by various species of wildlife on surrounding properties.
- Collects, summarizes, analyzes, and presents ecological data on wildlife damage to cooperating agency staff and appropriate regulatory agencies through regular program reports.
- Conducts wildlife damage management activities in an integrated pest management (IPM) approach to prevent or reduce economic loss to property and agriculture or to protect human health and safety.
- Complies with program directives, local, state and federal laws in wildlife damage management activities.

The duties described are for the full-performance level. At developmental grade levels, assignments will be of more limited scope, performed with less independence and limited complexity.

## **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 all 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:

- Dealing with the principles of wildlife ecology and management.
- Identifying North American wildlife species and assess their abundance, behavior, and habitats.
- Dealing with human-wildlife conflicts, principles of wildlife damage management .
- Selecting appropriate wildlife damage management strategies, techniques, and tools and apply them to specific situations.
- The Migratory Bird Treaty Act (MBTA), Endangered Species Act, National Environmental Policy Act, and Federal Air Regulations.

**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:

All requirements of the GS-07 level and the following:

- The skilled use of firearms, traps, snares, pesticides, immobilizing drugs, pyrotechnics, electronic harassment devices, and other non-lethal control tools.
- Using computers for word processing, spreadsheets, and database applications, using GPS, GIS technologies, and web-based systems for data entry and administrative processes.
- Interpreting and applying policies, regulations, laws, and ordinances that affect wildlife damage management operations and working within those guidelines.

**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.

**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-7/9 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. To learn more about combining education and experience for this series, open the following: (<https://www.opm.gov/policy-data-oversight/classification-qualifications/general-schedule-qualification-policies/#url=e3>)

Experience refers to paid and unpaid experience, including volunteer work done through National Service programs (e.g., Peace Corps, AmeriCorps) 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.

**OTHER REQUIREMENTS:**

- 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/>.
- Valid state driver's license is required at the time of application. Operation of Government-owned or leased vehicles is required.
- 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).

**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 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.**