



VACANCY ANNOUNCEMENT

OPEN DATE: February 13, 2022

CLOSING DATE: February 27, 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: This is a full-time maxi-flex position, 80-hour pay period, occasional overtime. NTE 13 months with possibility of renewal at end of term.

ANNOUNCEMENT #: WSWR-2023-11

SERIES/GRADE: AD-0486-7/9

FULL PERFORMANCE LEVEL: AD-0486-9

LOCATION: (Norman Y. Mineta Airport) San Jose, CA

Travel, transportation, and relocation expenses will not be paid. Any travel, transportation, and relocation expense associated with reporting for duty to this position will be the responsibility of the selected employee.

SALARY: \$65,482.00 -\$91,873.00 per year

United States
Department of
Agriculture

Animal and
Plant Health
Inspection
Service

Wildlife
Services

California District

3419 Arden Way
Suite A
Sacramento, CA
95825

Ph: 916-979-2675
Fax: 916-979-2680

An Equal Opportunity
Employer

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 supporting *specialized* (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 with 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, 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 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 send a resume, transcripts, veteran documentation (if applicable) to the address listed here:

CONTACT OFFICE:

Wendy Silva, Office Automation Assistant
USDA Wildlife Services
3419 Arden Way Suite A
Sacramento, CA 95825
wendy.r.silva@usda.gov
916.979.2675

IMPORTANT NOTE: If you should need the forms identified in above paragraph, feel free to contact **916.979.2675** for a copy.

Summary

This position serves as a Wildlife Biologist within the USDA, APHIS, WS and performs assignments involving project and program delivery, management, and administration with minimal supervision. The work is primarily concerned with wildlife damage management operations relating to the assessment, reduction, and/or elimination of problems associated with wild and/or feral animal species in urban, suburban, and rural environments in an airport environment.

Responsibilities:

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.

The duties may include, but are not limited to:

- Assists cooperators in understanding of and compliance with the Migratory Bird Treaty Act (MBTA), Endangered Species Act, Bald and Golden Eagle Protection Act, and other wildlife-related laws.
- Provides technical assistance to a variety of cooperators, along with conducting site visits or assessments to identify wildlife damage issues or threats to airports.
- Communicates safe and effective damage management techniques through outreach and other channels to the general public.
- Assists other WS employees as requested and may assist in training new WS personnel.
- Complete pesticide use reports and documents reported and known pesticide impacts on other resources.
- Recommends, to supervisor, areas for potential research or developmental study.
- May develop and deliver training for cooperators, stakeholders, partner agencies and organizations, or other entities.
- Establishes and maintains cooperative relationships with other Federal, State, county and city government agencies, Tribes, corporations, educational or research institutions.
- Gathers, compiles, evaluates, and presents data on damage or hazards caused by various wildlife species to cooperators, stakeholders, and colleagues through project or program reports.

Travel Required

- Occasional travel
- You may be expected to travel for this position.

MINIMUM ELIGIBILITY REQUIREMENTS:

To qualify, applicants **MUST** meet all minimum qualification requirements, by the closing date of the announcement.

BASIC REQUIREMENT:

Degree: biological science that includes:

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 also qualify:

FOR THE AD-07 LEVEL: Applicants must have one year of specialized experience equivalent to the AD-05 level that demonstrates:

- Dealing with human-wildlife conflicts, principles of wildlife damage management and airport wildlife hazard 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.
- Experience with the use of firearms, various capture devices, pesticides, immobilizing drugs, pyrotechnics, electronic harassment devices, and other non-lethal control tools.
- Using computers for word processing, spreadsheets, and database applications.

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 AD-09 LEVEL: Applicants must have one year of specialized experience (equivalent to the AD-07 level) that demonstrates:

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

- Designing a wildlife survey program that detects spatial and temporal differences in wildlife abundance and provides a suitable index of wildlife hazards at airports.
- Interpreting and applying policies, regulations, laws, and ordinances that affect wildlife damage management operations and working within those guidelines.
- Using GPS, GIS technologies, and web-based systems for data entry and administrative processes.

OR

2 years of progressively higher level graduate education leading to a masters degree *or* masters or equivalent graduate degree in Wildlife Biology, Wildlife Ecology, Wildlife Management.

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

TRANSCRIPTS are required:

- 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:

- Must obtain or have a valid U.S. driver's license. Operation of Government-owned or leased vehicles is required.
- 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/>.
- 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).
- The work requires moderately strenuous physical exertion. Physical exertion includes lifting moderate weights, walking over wet, rough, uneven, muddy, or rocky surfaces, bending, crouching, and stooping, stretching or similar activities. This work does require average agility and dexterity. The job also requires a flexible schedule, working odd hours, possible weekend work, and must be conducted at the affected site.
- Work is performed primarily in an outdoor environment but does require minimal work in office locations. There is sporadic and irregular exposure to moderate risks and discomfort, such as adverse weather conditions, noisy environments and extensive vehicle travel. The incumbent is expected to conduct all duties in a safe and orderly manner to prevent injury to self, fellow workers, cooperators or property.
- The incumbent will be required to obtain certification as an Airport Wildlife Biologist.
- The incumbent will be required to successfully obtain and maintain all secure access credentials, vehicle operation certifications, and other certifications or trainings required by the agency and host entity for operations.

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.