



## VACANCY ANNOUNCEMENT

**OPEN DATE:** February 13, 2023

**CLOSING DATE:** February 24, 2023

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

**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:** Full-time

**ANNOUNCEMENT #:** WSPA-WD-FY2023-1

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

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

**LOCATION:** Home Duty Station in one of the following counties of Northwestern Pennsylvania: Crawford, Erie (Relocation expenses will not be paid)

**SALARY:** \$37,696 - \$54,625 per year

United States  
Department of  
Agriculture

Animal and  
Plant Health  
Inspection  
Service

Wildlife  
Services

4820 Route 711  
Suite A  
Bolivar, PA 15923  
Ph: 724-238-7320

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 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)
- VA letter required for applicable Veteran preference, if applicable.
- 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 or email listed here:

**CONTACT OFFICE:**

USDA APHIS Wildlife Services  
4820 Route 711, Suite A  
Attn: Craig Hicks, District Supervisor  
Bolivar, PA 15923  
724-238-7320  
[craig.r.hicks@usda.gov](mailto:craig.r.hicks@usda.gov)

**SUMMARY:**

This position is located in the Wildlife Services (WS) Program, Animal and Plant Health Inspection Service of the U.S. Department of Agriculture. The primary duties of this assignment will be assisting the District Supervisor, Rabies Biologist and other Field Staff with administering integrated wildlife damage management techniques to resolve a wide spectrum of damage conflicts ranging from urban deer, Canada goose, airport wildlife hazard and rabies management. Additionally, the incumbent will assist or lead projects with numerous other wildlife damage management conflicts not mentioned above. The incumbent will also be responsible for maintaining firearms, vehicles, and other equipment at their home duty station and will perform other duties as assigned by the supervisor. The incumbent will perform some or all of the following in support of the USDA WS program.

**DUTIES:**

Responsible for organizing and conducting direct control operations to reduce wildlife damage within a geographical area or technical/subject area of program involvement.

Inspects and surveys areas and, as necessary, will revise existing WDM programs in close consultation with higher-level management.

Uses WDM tools/devices which may include some or all of the following depending on need in assigned area: firearms; foothold, body-grip, cage traps; foot snares; neck snares; chemical control methods; pyrotechnics; noise cannons/exploders; drop nets; rocket/cannon nets; various other scaring devices.

May be required to use chemical immobilization and euthanasia drugs to capture and handle wildlife.

Assists Wildlife Biologists by correctly identifying current, and forecasting future damage, problems and relating them to the damage-causing species.

Independently determines and selects the most effective means of control for individual situations.

Modifies or adapts established damage control techniques as necessary to meet local conditions and address specific environmental, economic or political considerations.

Provides extensive and appropriate technical assistance recommendations on a variety of wildlife and WDM issues. Appropriate recommendations require an expansive knowledge of Federal, State and local wildlife and WDM specific regulations and policies.

Recommends and facilitates the request and issuance of depredation permits for the general public through the appropriate U.S. Fish and Wildlife Service (FWS) Migratory Bird Office.

Recommends and facilitates the request and/or issuance of State-specific depredation permits for the general public.

Assists in the negotiation of cooperative service agreements with landowners, lessees, or administrators to accomplish the goals outlined for the WS program. May independently negotiate small cooperative service field agreements.

Enters data into established WDM database/system of record. Uses data to prepare and submit routine reports regarding daily, weekly or monthly activities, observations, and events.

Maintains records of chemical control use to comply with State and Federal regulatory requirements

Assists in conducting demonstrations and training for others, including other cooperators or other interested groups, on WDM methods, procedures, and program objectives. This includes preliminary instruction and training of new personnel on WS equipment, devices, chemicals, firearms, etc., reporting procedures, field responsibilities and other technical aspects of the program.

Presents training agendas and materials generally prepared by others, under the oversight of other higher-graded personnel.

Carries out duties in accordance with program decisions made in compliance with the National Environmental Policy Act (NEPA) and Endangered Species Act (ESA) under guidance and oversight by supervisor.

Complies with restrictions and mitigation measures established through consultation with relevant Federal and State agencies.

Demonstrates a respect for safety in all operations, including the operation of motor vehicles, firearms, control devices and materials, and equipment.

Conducts all operations using approved safety procedures and in accordance with local, State and Federal laws and regulations, and USDA, APHIS, and WS policies.

Supports the WS safety program and procedures through participation in meetings, inspections, and implementation of safety requirements and protocols.

Obtains and maintains pesticide applicator licenses, permits, or other similar authorizations as necessary.

**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-5 Grade Level:**

Applicants must have one year of specialized experience (equivalent to the GS-4 level) that may have been obtained in the private or public (local, county, state, federal) sectors which demonstrate experience in:

Experience in wildlife damage mitigation methods and techniques.

Experience using lethal and non-lethal animal control techniques.

Conducting basic computer operations for record keeping, data analysis, report writing and correspondence.

**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, entomology, animal husbandry, botany, physics, agriculture, or mathematics, with at least 6 semester hours in wildlife.

**OR**

**Combination of Education and Experience at the GS-5 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.

**For the GS-6 Grade Level:**

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.

Creating/maintaining 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-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.
- 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 be able to operate various types of small boats (powered and unpowered), canoes/kayaks and have the ability to back up a trailer.
- To fulfill field or laboratory requirements in this position, proof of specific vaccinations and boosters, may be required as a condition of employment to prevent contracting preventable diseases.

- In some situations, travel and work in rough and remote locations may entail horseback riding and operation of 4X4 vehicles (including all-terrain and/or utility task vehicles), boats, or snow mobiles. The work may also require the incumbent to actively participate in aerial activities as a passenger and/or crew member of a fixed- or rotary-winged aircraft.
- The incumbent will be required to work in office and in outdoor conditions. Temperature, weather, and noise extremes will be encountered in the performance of the outdoor work, which is often performed in remote and primitive areas. The terrain may be uneven, rocky, or in thick vegetation. The incumbent is expected to conduct duties in a safe and orderly manner, so as not to endanger self, fellow workers, or property within which entrusted.
- As a condition of employment, appropriate security clearance is required for this position.
- Position is subject to random and applicant drug testing.
- Must demonstrate a respect for safety in all operations, including the operation of motor vehicles, firearms, control devices, and equipment.
- The incumbent may be exposed to hazards such as foothold, body-grip, cage traps; foot snares; neck snares; chemical control methods; pyrotechnics; noise cannons/exploders; drop nets; rocket/cannon nets; various other scaring devices.
- Extended travel or temporary duty may be required of the position. This may involve irregular working hours, including overtime.
- 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/>

**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.**