



VACANCY ANNOUNCEMENT

United States
Department of
Agriculture

Animal and
Plant Health
Inspection
Service

Wildlife
Services

An Equal Opportunity
Employer

OPEN DATE: March 10, 2023

CLOSING DATE: March 23, 2023

POSITION TITLE: **Biological Science Technician – Wildlife (Project Lead)**

NUMBER OF POSTIONS: **1**

TYPE OF POSITION: Term Appointment with possibility for Benefits, 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. Work includes early morning and evenings with occasional night work.

ANNOUNCEMENT #: WSWR-230302CO 1

SERIES/GRADE: GS-0404-6/7

FULL PERFORMANCE LEVEL: GS-0404-7

LOCATION: Fort Collins, Colorado

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: \$46,548.00 - \$67,243.00 per year

*GS Locality Pay Tables can be accessed at:
[SALARY TABLE 2023-DEN \(opm.gov\)](https://www.opm.gov/policy-data-oversight/pay-grades/)

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)
 - Personal information such as name, address, contact information
 - Education
 - 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).
 - All supervisors' phone numbers and if they may be contacted
- 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:

Emily Blizzard, Assistant State Director
USDA Wildlife Services
13922 Denver West Pkwy Building 54 Suite 100-WS
Golden, CO 80401
Emily.L.Blizzard@usda.gov
720.656.8786

IMPORTANT NOTE: If you should need the forms identified in above paragraph, feel free to contact **303.328.9041** for a copy.

General Description of work: Leads a team of 2 to 4 technicians to conduct wildlife damage management activities along the I-25 Front Range corridor in urban, suburban, and rural areas. The incumbent will travel infrequently throughout the state to assist with other projects as necessary. Primary wildlife damage management work includes rodent damage management (i.e. prairie dogs, ground squirrels, marmots, beavers) using restricted use pesticides; Canada goose hazing, harassment, egg oiling, and roundups; plague mitigation and Threatened and Endangered species protection (e.g. applying DeltaDust application to prairie dog colonies and prairie dog relocation for black-footed ferret reintroductions); starling and blackbird damage management at dairies or feedlots (e.g. DRC-1339); predation damage management (e.g. coyotes, raccoons, foxes) at zoos and for livestock operations (e.g. ground crew and trapping etc.); airport wildlife damage management, and disease surveillance (e.g. High path avian influenza (HPAI), SARS-CoV2).

DUTIES:

- Responsible for conducting direct control operations under the guidance or supervision of others to reduce wildlife damage at locations for which an agreement is already in place.
- Responsible for planning, 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, as necessary, will revise existing WDM programs.
- Exercises high degree of independence in determining strategies and logistics for providing services in assigned areas.
- Identifying North American wildlife species and assess their abundance, behavior, and habitats.
- Utilizes specialized knowledge of wildlife damage management (WDM) methods and strategies which alleviate wildlife damage for cooperators and the general public through technical assistance.
- Correctly identifies current, and forecasts future damage problems and relates them to damage-causing species.
- Modifies or adapts established damage control techniques as necessary to meet local conditions and address specific environmental, economic or political considerations.
- Expansive knowledge of Federal, State, and local general wildlife and WDM specific regulations and policies. (e.g. Migratory Bird Treaty Act (MBTA), Endangered Species Act (ESA), National Environmental Policy Act (NEPA)).
- Assists in negotiating cooperative service agreements with landowners, lessees, or administrators.
- Assists in writing Categorical Exclusions when necessary.
- Independently negotiates small cooperative service field agreements.
- Maintains records of chemical control use to comply with State and Federal regulatory requirements.
- Uses ArcGIS to map scope of work and provide cooperators with report of where work was done and results of mitigation efforts.
- Maintains inventories and compiles reports on government-provided equipment and supplies (e.g. location, acquisitions, returns, losses, and reason therefore).
- Skilled in use of firearms, traps, snares, pesticides, pyrotechnics, electronic harassment devices, and other wildlife damage management tools.
- Uses computers for word processing, spreadsheets, and database applications (e.g. MIS/OARS).

- Serves as an instructor and conducts demonstrations and training for others, including other cooperators or outside interest groups.
- Obtains and maintains pesticide applicator licenses and permits. Provides training to other personnel.

MINIMUM ELIGIBILITY REQUIREMENTS:

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

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.
- Carry out and enforce 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.
- Proficient in the use of firearms, traps, snares, pesticides, immobilizing drugs, pyrotechnics, electronic harassment devices, and other non-lethal control tools.
- Create and maintain 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 for the GS-6 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-07 LEVEL:

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

- Selecting appropriate wildlife damage management strategies, techniques, and tools and applying them to specific situations.
- Interpreting and applying policies, regulations, laws and ordinances that affect wildlife damage management operations and working within those guidelines.
- Using computers for word processing, spreadsheets, GIS and database applications.
- Assessing the abundance, behavior, and habitats of North American wildlife species.
- Communicating with people of diverse backgrounds and interests (farmers; ranchers; urban, rural and suburban people, business managers, and people with interests in wildlife).

OR

One full year of graduate education in a degree program that is directly related to the position, such as wildlife, wildlife management ...etc. meets the requirements for GS-7. One year of full-time graduate education is considered to be the number of credit hours that the school attended has determined to represent 1 year of full-time study. If that information cannot be obtained from the school, 18 semester hours should be considered as satisfying the 1 year of full-time study requirement.

OR

Combination of Education and Experience at the GS-7 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 veteran's preference will receive referral and selection priority over non-veterans.

OTHER REQUIREMENTS (if applicable to your position):

- Must obtain or have a valid U.S. driver's license. Operation of Government-owned or leased vehicles is required.
- Position is subject to random and applicant drug testing.
- 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).

- As a condition of employment, appropriate security clearance is required for this position.
- 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 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.

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.