

## Employment Information



### MONITORING OF STREAMS AND RIPARIAN AREAS USDA FOREST SERVICE & USDI BUREAU OF LAND MANAGEMENT

Thank you for your interest in the PACFISH/INFISH Biological Opinion Monitoring (PIBO) Program of Streams and Riparian Areas. This could be an extremely rewarding position, allowing you to learn regionally applied sampling techniques, work as part of a large team, and travel extensively throughout Eastern Oregon, Eastern Washington, Idaho, Montana, and Northern Nevada.

On this page you will find information about:

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Caption: 2017 Group photo of the PIBO Monitoring Crew at training outside of Potlatch, ID

## POSITION ANNOUNCEMENT

### Positions:

- **16** Plant/Riparian Vegetation (GS 3-5)
- **32** Fish/Stream Morphology and Habitat (GS 3-5)

**Riparian Vegetation Surveys Technicians** - These positions involve collecting data about vegetation to determine the condition of riparian areas. You will learn a variety of sampling techniques and how to identify many riparian plant species including: sedges, grasses, forbs, willows, and other woody plants.

### Successful applicants will have the following:

- At least one plant taxonomy course
- Experience identifying plants using dichotomous keys (such as the *Flora of the Pacific Northwest*, by Hitchcock and Cronquist)
- Field experience / course work collecting vegetation data and/or identifying grasses, sedges, woody plants, rangeland plants, etc.
- Outdoor / field experience (job requires camping for extended periods of time)
- An excellent attitude and a willingness to learn

**Stream Morphology and Habitat Technicians** - PIBO implements an intensive reach scale stream survey. Using one of the most rigorously tested sampling protocols available, technicians collect information on a variety of stream attributes including pools, channel geometry, substrate, streambank characteristics, gradient, water chemistry, large woody debris, and macroinvertebrates. Using the PIBO stream protocol, technicians will become familiar with a variety of sampling procedures and will apply them to a wide range of stream systems.

### Successful applicants will have the following:

- Course work in natural resources; especially fisheries and water resources
- Field experience collecting stream morphology, fisheries, or stream habitat data.
- Outdoor / field experience (job requires camping for extended periods of time)
- An excellent attitude and a willingness to learn

### Information for Riparian Vegetation & Stream Technicians:

**Work Schedule:** Positions will begin Monday, May 14th and extend through at least mid-September with a high probability of extending longer. The past several years work has extended into the middle of October. The duration of the field season will depend on work load, available personnel, fire season, etc. We will accommodate students who need to start school in August. Work is divided into 14-day pay periods; all technicians work 8 consecutive ten-hour days with the following 6 days off (see calendar below). **You are required to work all hitches in their entirety unless otherwise approved by a Supervisor PRIOR to the initiation of the hiring process. If you 'need' to miss a work day, discuss this during the application process.**

**Wages (2018 values):** Depending on qualifications and the job grade, corresponding pay ranges are: GS-03 (\$12.74/hour), GS-04 (\$14.30/hour), and GS-05 (\$16.00/hour). In addition weekend and overtime pay are common and employees receive a daily travel per diem of \$31 for each work day. However, travel per diem allowances will change when technicians chosen to work post-field season start working at PIBO headquarters in Logan, UT.

**Housing (subject to change): Basic** housing is provided at a fee of around \$3/day. You will be based out of one of three bunkhouses: Ukiah, Oregon; St. Regis, Montana; or Leadore, Idaho. We

attempt to accommodate technician preferences for particular locations, although there is a possibility of moving between stations during the field season due to sampling priorities. These buildings are property of the U.S. Government for seasonal use. Household supplies (e.g. furniture, beds, microwave, cookware, etc.) are not necessarily provided.

**Opportunities:** Experienced applicants can qualify to be the leader of a 3-5 person crew. Also, additional work may be available to number of qualified individuals after the field season concludes. Initially, this work will primarily consist of gear organization and assisting full-time staff with data quality assurance in Logan, Utah.



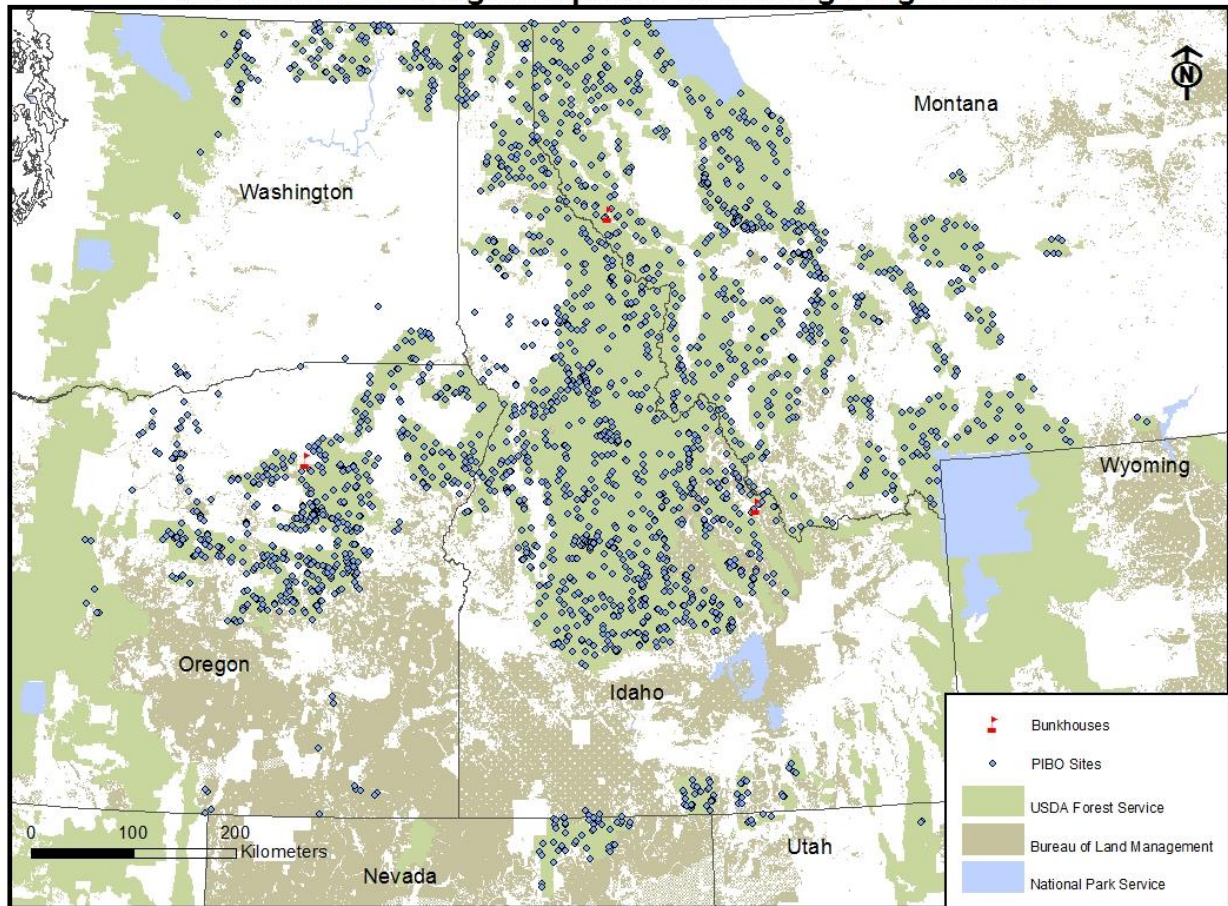
**Caption:** Crew stream sampling in the Frank-Church Wilderness in Central Idaho

**Program Description:** This program monitors stream and riparian conditions on USDA Forest Service (FS), Bureau of Land Management (BLM), and National Park Service (NPS) lands. The program has been operating since 1998, with a current budget of approximately \$1.5 million. During each field season, PIBO collects information on approximately 450 randomly selected watersheds throughout eastern Oregon, eastern Washington, northern Nevada, Idaho and Montana. For more detailed information, please visit our web page at <http://www.fs.usda.gov/detail/r4/landmanagement/resourcemanagement/?cid=stelprd3845865>.

**Locations:** The Effectiveness Monitoring Program samples throughout eastern Oregon, eastern Washington, Idaho and Montana. Although you will be stationed in one of three bunkhouse locations (central Oregon, western Montana or central Idaho), you will likely travel throughout the study area (see map below).



## PacFish/InFish Biological Opinion Monitoring Program Sites



Caption: Map showing sites sampled 2001-2015 within the PIBO study area.

### APPLICATION PROCESS

**Applications should be submitted mid-January through early February.**

#### **Important**

Please follow the directions on this page carefully to apply for summer positions. Do not mail applications to staff members listed on the 'Staff' web page. Application material will only be accepted through USAJobs.

#### **HIRING and JOB INFO CONTACT:**

#### **PIBO HIRING INFO LINE:**

**435-755-3584**

**Or e-mail us:**

[piboemp@fs.fed.us](mailto:piboemp@fs.fed.us)

## USAJOBS ELECTRONIC APPLICATION

Create an account or sign in to USAJobs <https://www.usajobs.gov/> . **It is very important to fill out your application completely and correctly the first time;** you may not get a second chance. **Be sure to attach a transcript** to your USAJobs application. For help with the USAJobs application process see this YouTube video:

[https://www.youtube.com/watch?v=HY5Z\\_pfFUK4](https://www.youtube.com/watch?v=HY5Z_pfFUK4)

It is advisable to prepare your account and attach all documentation before the open application period begins.

Once the job is open use the search functions to find the job(s) you are interested in:

### **Fish (Stream) announcements:**

Title	Grade and Series	Open Period	Position Announcement
General Biological Science Aid	GS-0404-03	1/31/18-2/6/18	18-TEMP-R4-BSA-3DT-ME
Biological Science Technician (Fish)	GS-0404-04	1/30/18-2/6/18	18-TEMP-R4-BSTF-4DT-ME
Biological Science Technician (Fish)	GS-0404-05	1/23/18-1/29/18	18-TEMP-R4-BSTF-5DT-ME

### **Plant announcements:**

Title	Grade and Series	Open Period	Position Announcement
Biological Science Technician (Plant)	GS-0404-04	1/26/18-2/1/18	18-TEMP-R4-BSTP-4DT-ME
Biological Science Technician (Plant)	GS-0404-05	1/12/18-1/18/18	18-TEMP-R4-BSTP-5DT-ME

NOTE: These are nationwide job announcements that are very general and do not include the specifics of the job duties. **Please thoroughly read the detailed job descriptions.** You will only be able to apply during the short open period. E-mail the PIBO Hiring Info Line listed above if you wish to be notified when the positions are open.

To be considered for these jobs you must select at least one of the following locations:

Leadore, ID

St. Regis, MT

Ukiah, OR

Logan, UT

It is highly advisable to apply to all locations. We will ask you about your location preferences during the hiring process.

Please answer the assessment questions to the best of your ability. Remember that these postings are general listings generally described and do not necessarily reflect PIBO job duties listed above. When submitting your application, be careful to include all necessary components and submit it during the open period.

### THINGS TO KNOW BEFORE SIGNING ON

- This job requires living, hiking, and working outside all day, every day.
- You will be camping every night of your eight-day work hitch (mostly undeveloped sites; rarely at campgrounds). You will almost never stay in motels.
- Every season some crews will backpack into remote wilderness areas. In such cases, crews can expect to be far from cars, people, society, etc. Some hitches may include 8 days straight in a backcountry setting.
- Some streams you sample will be near a road, while others will require long and rigorous hikes to access. **Bushwhacking is common and part of the job.**
- You will be crossing/wading streams all day, every day (i.e. you will be wet/in the water A LOT!).
- You will be working in all kinds of weather. Crews may experience beautiful clear days, temperatures exceeding 100°F, heavy rain, and sometimes snow!
- Be prepared to see wildlife regularly. Our crews have encountered wolves, coyotes, elk, moose, mule deer, bears, bull trout, Chinook and Kokanee salmon. The study area is also within the habitat ranges of grizzly bears, black bears, and mountain lions. Taking proper precautions while camping / working is necessary.
- Scrapes, bruises, and blisters are all part of the job.
- All crews are issued first aid kits, personal locator safety beacons, bear spray, satellite phones, and cellphones for work and safety reasons. Crews are required to periodically check in with supervisors to ensure safety.



Caption: Crew hiking in the Scapegoat Wilderness in Central Montana.

### WORK SCHEDULE

(subject to change)

During each two-week pay period you will work eight consecutive ten-hour days (i.e. a hitch) followed by six days off. However, the first pay period consists of ten eight-hour days. Work days are highlighted **GREEN** and summarized after the calendar (table). You will be required to work holidays that fall within a hitch. If there is an issue, please discuss it during the application process. An 'H' in the calendar means 'Holiday'.

### 2018

#### May

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	
		1	2	3	4	5	
6	7	8	9	10	11	12	
13	14	15	16	17	18	19	T1
20	21	22	23	24	25	26	
27	28-H	29	30	31			T2

#### June

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	
					1	2	
3	4	5	6	7	8	9	T2
10	11	12	13	14	15	16	
17	18	19	20	21	22	23	H1
24	25	26	27	28	29	30	H2

#### July

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	
1	2	3	4-H	5	6	7	H2
8	9	10	11	12	13	14	
15	16	17	18	19	20	21	H3
22	23	24	25	26	27	28	
29	30	31					H4

#### August

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	
			1	2	3	4	
5	6	7	8	9	10	11	
12	13	14	15	16	17	18	H5
19	20	21	22	23	24	25	
26	27	28	29	30	31		H6

#### September

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	
						1	
2	3-H	4	5	6	7	8	
9	10	11	12	13	14	15	H7
16	17	18	19	20	21	22	
23	24	25	26	27	28	29	H8
30							



## October

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	
	1	2	3	4	5	6	H9
7	8-H	9	10	11	12	13	
14	15	16	17	18	19	20	
21	22	23	24	25	26	27	

### Work Schedule in non-calendar format:

- **May 13th** – Report to bunkhouses
- **Work days for May:** 14-23, 29-31
- **Work days for June:** 1-5, 12-19, 26-30
- **Work days for July:** 1-3, 10-17, 24-31
- **Work days for August:** 7-14, 21-28
- **Work days for September:** 4-11, 18-25
- **Work days for October:** 2-9 (if work is available); October 8<sup>th</sup> is a worked holiday

All employees not returning to school will be guaranteed work through mid-September.

**Fall Season Work:** Working past September 15<sup>th</sup> into October is conditional on availability of work, performance, weather etc. Fall projects include Implementation Monitoring (IM) of grazing effects on riparian areas. Techs who are interested in fall work will learn more about this towards the end August.



Caption: A crew happily working in the rain in Central Idaho



**Please note:**

- You will need to arrive at your duty station by 8:00 pm on Sunday, May 13th (all technicians must be ready to travel ~8-12 hours as a group to the training site by 7:00 am the next day).
- Training will be from May 14th to May 23th for a total of 10 days, 8-hours a day. This will be the only hitch where you will work more than 8 consecutive days.
- **More information regarding training will be given upon arriving at your duty station.**

**WHAT TO BRING**

**You need equipment that will keep you safe / comfortable while backpacking for multiple days, car camping extensively, and recreating on your off days. No pets are allowed.**

**Important to Have:**

- **Good rain gear -- multiple sets if you have them**
- Warm sleeping bag (20° F or cooler works well) and sleeping pad
- Cold weather clothes
  - **Even though our field season is during the summer months, temperature and precipitation types (e.g. rain, sleet, snow) vary substantially. Avoid cotton.**
- Hiking boots (broken in and comfortable)
- Flashlight / Headlamp
- Sun hat/sunglasses
- First training in May is almost always in a cold, rainy meadow so plan accordingly from day one!

**Nice to Have:**

- Personal Backpack and tent
- Rubber / rain boots
- Music (many people bring musical instruments)
- Good books to read fireside
- Recreational gear: fishing gear, hacky-sack, disc, games, etc.
- Personal eating utensils

**Provided:** We provide basic camping equipment and all sampling equipment for use in the field. Work gear may not be used during your days off. Crews will be responsible for maintaining all work gear and returning it in good condition. Each crew will be issued:

- Waders and wading boots
- One tent per crew and backpack/person
- Vehicles, bear spray, sat phone, locator beacon
- Camp chairs and table, cook kits, stoves, coolers, water jugs, and food bins