

Wildlife Biologist

DEPARTMENT OF AGRICULTURE

Animal and Plant Health Inspection Service

Open & closing dates

 02/03/2020 to 02/10/2020

Service

Competitive

Pay scale & grade

GS 7 - 9

Salary

\$47,965 to \$76,274 per year

Appointment type

Permanent

Work schedule

Full-Time

Locations

2 vacancies in the following location:

Chicago, IL

Relocation expenses reimbursed

Yes You may qualify for reimbursement of relocation expenses in accordance with agency policy.

Telework eligible

Yes as determined by agency policy

This job is open to



Career transition (CTAP, ICTAP, RPL)

Federal employees who meet the definition of a "surplus" or "displaced" employee.



The public

U.S. citizens, nationals or those who owe allegiance to the U.S.

Announcement number

DE-10708008-20-WS

Control number

558288800

Duties

Summary

If selected, you will be responsible for wildlife damage management operations relating to assessment, reduction, and/or elimination of problems associated with birds, mammals, and other types of wildlife in urban, suburban and rural environments. You will be involved with program delivery, management and administration with minimal supervision.

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:
 - Conducts wildlife damage management activities where there is a demonstrated need to prevent or reduce loss to property, agriculture, and natural resources, or to protect human health and safety.
 - Supports and conducts negotiation, development and monitoring of agreement instruments, such as cooperative service field agreements with work/financial plans.
 - Modifies or adapts established damage control techniques as necessary to meet local conditions.
 - Communicates safe and effective damage control techniques through extension and other channels to the general public.
 - Assists supervisor in the development and conduct of National Environmental Policy Act (NEPA) processes and documents.
 - Recommends, through supervisor, areas for potential research or developmental study.
 - Prepares required scientific and administrative program reports.

Travel Required

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

Supervisory status

No

Promotion Potential

9

Job family (Series)

[0486 Wildlife Biology](https://www.usajobs.gov/0486)

<https://www.usajobs.gov/Search/?i=0486>

Requirements

Conditions Of Employment

- You must be a US Citizen or US National.
- Males born after 12/31/1959 must be Selective Service registered or exempt.
- Subject to satisfactory adjudication of background investigation and/or fingerprint check.
- Successful completion of one-year probationary period, unless previously served.

- 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 E-Verify at <https://www.e-verify.gov/>
- Testing Designated Position: Selectee must submit to a urinalysis to screen for illegal drug use prior to appointment and random testing thereafter. Final appointment and continued employment is conditional on negative results for illegal drug use.
- Valid state driver's license is required at the time of application.
- Drug test.
- Proof of specific vaccinations, including boosters may be required as a condition of employment.
- Require the use of personal protective equipment.
- Required to successfully obtain and maintain the appropriate pesticide applicator license(s), through completion of the necessary Certified Applicators courses and/or examinations within four months after appointment to the position.

Qualifications

Applicants must meet all qualifications and eligibility requirements by the closing date of the announcement, including specialized experience and/or education, as defined below.

BASIC REQUIREMENT: A. 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: B. 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 will also need to meet the following:

FOR THE GS-07 LEVEL: Applicants must have one year of specialized experience (equivalent to the GS-05 level) that may have been obtained in the private or public (local, county, state, Federal) sectors which demonstrates:

- Plan and carry out wildlife damage control operations in a variety of settings.
- Works in close cooperation with Federal, State and other agencies and organizations to assure that control methods are efficient, selective and based on sound biological and ecological principles.
- Modify and/or adapt established damage control techniques to meet local conditions and address specific environmental, economic or political considerations.
- Selecting appropriate wildlife damage management strategies, techniques, and tools and apply them to specific situations.
- Communicate verbally and in writing with individuals and small groups in order to coordinate and document wildlife service activities.
- The skilled use of firearms, traps, snares, pesticides, immobilizing drugs, pyrotechnics, electronic harassment devices, and other non-lethal control tools.

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](#)

https://www.aphis.usda.gov/aphis/ourfocus/business-services/career_opportunities/applying_for_job/usajobs_faq/supporting_documentation

OR; 1 year of graduate-level education (18 semester hours) in Wildlife Biology, Wildlife Ecology, Wildlife Management.

FOR THE GS-09 LEVEL: Applicants must have one year of specialized experience (equivalent to the GS-07 level) that may have been obtained in the private or public (local, county, state, Federal) sectors which demonstrates:

- Plan and carry out wildlife damage control operations in a variety of settings.
- Works in close cooperation with Federal, State and other agencies and organizations to assure that control methods are efficient, selective and based on sound biological and ecological principles.
- Modify and/or adapt established damage control techniques to meet local conditions and address specific environmental, economic or political considerations.
- Selecting appropriate wildlife damage management strategies, techniques, and tools and apply them to specific situations.
- Communicate verbally and in writing with individuals and small groups in order to coordinate and document wildlife service activities.
- The skilled use of firearms, traps, snares, pesticides, immobilizing drugs, pyrotechnics, electronic harassment devices, and other non-lethal control tools.
- Research wildlife control theories to help develop plans to mitigate damage caused by wildlife.
- Interpreting and applying policies, regulations, laws, and ordinances that affect wildlife damage management operations and working within those guidelines.
- Create new damage control techniques to meet local conditions and address specific environmental, economic or political considerations.
- Preparation of presentations and reports to cooperators and other entities to ensure program success

OR; 2 years of progressively higher level graduate education leading to a master's degree in Wildlife Biology, Wildlife Ecology, Wildlife Management or master's or equivalent graduate degree in one of the above mentioned fields.

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

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-07 and GS-09 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. 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 and can provide valuable training and experience that translates directly to paid employment. You will receive credit for all qualifying experience, including volunteer experience.

Education

Please see above for education qualification requirement information.

Additional information

- Career Transition Assistance Plan (CTAP), Reemployment Priority List (RPL), or Interagency Career Transition Assistance Plan (ICTAP): Visit the [OPM](http://www.opm.gov/policy-data-oversight/workforce-restructuring/employee-guide-to-career-transition/) (<http://www.opm.gov/policy-data-oversight/workforce-restructuring/employee-guide-to-career-transition/>) website for information on how to apply as a CTAP, RPL, or ICTAP eligible. To exercise selection priority for this vacancy, CTAP/RPL/ICTAP candidates must meet the basic eligibility requirements and all selective factors. CTAP/ICTAP candidates must be rated and determined to be well qualified (or above) based on an evaluation of the competencies listed in the How You Will Be Evaluated section. When assessed through a score-based category rating method, CTAP/ICTAP applicants must receive a rating of at least 85 out of a possible 100.
- First time hires to the federal government normally start at the lowest rate of the salary range for the grade selected.
- This position is eligible for telework within the local commuting area of the duty location of the position. Employee participation is at the discretion of the supervisor.

How You Will Be Evaluated

Applications will be evaluated in accordance with Office of Personnel Management's (OPM) Delegated Examining Procedures and USDA policy using category rating. Applicants who meet basic minimum qualifications will be placed in one of three categories: Best Qualified, Well Qualified, or Qualified. Within these categories, applicants eligible for veteran's preference will receive selection priority over non-veterans. Category placement will be determined based on applicants' quality of experience and the extent they possess the following knowledge, skills, and abilities (KSA) or competencies:

- Research
- Spatial Orientation
- Wildlife Biology

Your application, including the online Assessment Questionnaire, will be reviewed to determine if you meet (a) minimum qualification requirements and (b) the resume supports the answers provided to the job-specific questions. Your resume must clearly support your responses to all the questions addressing experience and education relevant to this position. Those determined to be in the best qualified category will be referred to the selecting official for consideration.

Note: If, after reviewing your resume and/or supporting documentation, a determination is made that you have inflated your qualifications and or experience, your score may be adjusted to more accurately reflect your abilities, or you may be found ineligible. Please follow all instructions carefully. Errors or omissions may affect your rating. Providing inaccurate information on Federal documents could be grounds for non-selection or disciplinary action up to including removal from the Federal service.

To preview the application questionnaire, please visit: <https://apply.usastaffing.gov/ViewQuestionnaire/10708008> (<https://apply.usastaffing.gov/ViewQuestionnaire/10708008>)

Background checks and security clearance

Security clearance

[Not Required](https://www.usajobs.gov/Help/faq/job-announcement/security-clearances/)
(<https://www.usajobs.gov/Help/faq/job-announcement/security-clearances/>)

Position sensitivity and risk

[Non-sensitive \(NS\)/Low Risk](https://www.usajobs.gov/Help/faq/job-announcement/security-clearances/)
(<https://www.usajobs.gov/Help/faq/job-announcement/security-clearances/>)

Drug test required

Yes

Trust determination process

[Suitability/Fitness](https://www.usajobs.gov/Help/faq/job-announcement/security-clearances/)
(<https://www.usajobs.gov/Help/faq/job-announcement/security-clearances/>), [Credentialing](#)

[\(https://www.usajobs.gov/Help/faq/job-announcement/security-clearances/\)](https://www.usajobs.gov/Help/faq/job-announcement/security-clearances/)

Required Documents

The following documents are required for your applicant package to be complete. Our office cannot be responsible for incompatible software, your system failure or downtime, etc. Encrypted documents will not be accepted. Failure to submit required, legible documents may result in loss of consideration.

- 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 major duties including work schedule, hours worked per week, dates of employment; title, series, grade (if applicable); 4) other qualifications; and 5) supervisors name and phone number for each work period listed and whether or not they may be contacted for reference checks.
- If education is required or you are using education to qualify, you must submit a copy of your college transcripts. An unofficial copy is sufficient with the application if it includes your name and the necessary course information; however, if you are selected, you will be required to submit official transcripts prior to entering on duty. Education must have been successfully obtained from an accredited school, college or university. If you are using education completed in foreign colleges or universities to meet the qualification requirements, you must show that the education credentials have been evaluated by a private organization that specializes in interpretation of foreign education programs and such education has been deemed equivalent to that gained in an accredited U.S. education program. For further information, visit the following: [Foreign Education Evaluation \(https://www2.ed.gov/about/offices/list/ous/international/usnei/us/edlite-visitus-forrecog.html\)](https://www2.ed.gov/about/offices/list/ous/international/usnei/us/edlite-visitus-forrecog.html). All transcripts must be in English or include an English translation.
- If claiming veterans' preference, you must submit a DD214, Certificate of Release from Active Duty, which shows dates of service and discharge under honorable conditions. If currently on active duty you must submit a certification of expected discharge or release from active duty service under honorable conditions within 120 days after the date the certification is submitted. The certification must be on the letterhead of the appropriate military branch and include the dates of military service. Veterans' preference must be verified prior to appointment. Without this documentation, you will not receive veteran's preference and your application will be evaluated based on the material(s) submitted.
- If claiming 10-point veterans' preference you must provide the DD214 or certification requirements (see above bullet), plus the proof of entitlement of this preference as listed on the SF-15 Application for 10-point Veterans' Preference. The SF-15 should be included but is not required. Failure to submit these documents could result in the determination that there is insufficient documentation to support your claim for 10-point preference. For more information on veterans' preference visit [FEDSHIREVETS \(https://www.fedshirevets.gov/job-seekers/veterans-preference/#content\)](https://www.fedshirevets.gov/job-seekers/veterans-preference/#content).
- Surplus or displaced employees eligible for CTAP, RPL, or ICTAP priority must provide: proof of eligibility (RIF separation notice, notice of proposed removal for declining a transfer of function or directed reassignment to another commuting area, notice of disability annuity termination), SF-50 documenting separation (as applicable), last performance appraisal that is at least fully successful or its equivalent, and your most recent SF-50 noting position, grade level, and duty location with your application per 5 CFR 330.
- Worker's Compensation Separation: Agency certification of inability to place employee AND Notification of Separation OR Separation SF-50.
 - Disability Annuity Termination: Notification from OPM of disability annuity termination AND Separation SF-50 of the last position held. Military Reserve or National Guard Technician Special Disability Retirement Annuity under 5 U.S.C. 8337(h) or 8456: Certification of special disability retirement annuity from a military department or National Guard Bureau AND Separation SF-50 of the last position held.

Benefits

A career with the U.S. Government provides employees with a comprehensive benefits package. As a federal employee, you and your family will have access to a range of benefits that are designed to make your federal career very rewarding.

- [Benefits for federal employees](https://www.usa.gov/benefits-for-federal-employees#item-36407)
(<https://www.usa.gov/benefits-for-federal-employees#item-36407>)
- [Healthcare insurance](https://www.opm.gov/healthcare-insurance/)
(<https://www.opm.gov/healthcare-insurance/>)
- [Pay and leave](https://www.usajobs.gov/Help/working-in-government/pay-and-leave/)
(<https://www.usajobs.gov/Help/working-in-government/pay-and-leave/>)

Eligibility for benefits depends on the type of position you hold and whether your position is full-time, part-time, or intermittent. Contact the hiring agency for more information on the specific benefits offered.

How to Apply

Please read the entire announcement and all instructions before you begin. You must complete this application process and submit all required documents electronically by 11:59p.m. Eastern Time (ET) on the closing date of this announcement.

Applying online is highly encouraged. We are available to assist you during business hours (normally 8:00a.m. - 4:00p.m., Monday - Friday). If applying online poses a hardship, contact the Agency Contact listed below well before the closing date for an alternate method. All hardship application packages must be complete and submitted no later than noon ET on the closing date of the announcement in order to be entered into the system prior to its closing.

This agency provides reasonable accommodation to applicants with disabilities on a case-by-case basis; contact the Agency Contact to request this.

Step 1: Create a USAJOBS account (if you do not already have one) at www.usajobs.gov. It is recommended that as part of your profile you set up automatic email notification to be informed when the status of your application changes. If you choose not to set up this automatic notification, then you will have to log into your USAJOBS account to check on the status of your application.

Step 2: Create a Resume with USAJOBS or upload a Resume into your USAJOBS account. You may want to customize your resume to ensure it documents duties and accomplishments you have gained that are directly related to this position in order to verify that qualifications are met. In addition, your resume must support your responses to the online questionnaire (you may preview the online questionnaire by clicking on the link at the end of the How You Will Be Evaluated section of the job announcement).

Step 3: Click "Apply Online" and follow the prompts to complete the Occupational Questionnaire and attach any additional documents that may be required. You can update your application or documents anytime while the announcement is open. Simply log into your USAJOBS account and click on "Application Status." Click on the position title, and then select "Update Application" to continue.

NOTE: If a document is resubmitted, it replaces the previous submission, which means the previous document is no longer available to the Human Resources Office. If you are adding to, rather than replacing a previous submission, you must upload both the old document and the new document. You must verify that uploaded documents from USAJOBS transfer into the Agency's staffing system as there is a limitation to the number of documents that can be transferred. However, once in the Agency's staffing system, you will have the opportunity to upload additional documents. Applicants may combine all like required documents (e.g. SF-50s or veteran docs) into one or more files and scan for uploading into the application. Each file must not exceed 3MB. Grouping like documents into files will simplify the application process. Documents must be in one of the following formats: GIF, JPEG, JPG, PDF, PNG, RTF, or Word (DOC or DOCX). Uploaded documents may not require a password, digital signature, or other encryption to open.

Agency contact information

 APHIS Human Resources

Phone

[612-336-3227](tel:612-336-3227)
(tel:612-336-3227)

Email

MRP.Application.Help@aphis.usda.gov
(mailto:MRP.Application.Help@aphis.usda.gov)

Address

Animal and Plant Health Inspection Service
USDA APHIS MRPBS
250 Marquette Avenue, Suite 410
Minneapolis, MN 55401
US

[Learn more about this agency](#)
(#agency-modal-trigger)

You can make a difference! The U.S. Department of Agriculture's (USDA) Marketing and Regulatory Programs (MRP) needs bright, energetic and committed professionals to facilitate the domestic and international marketing of U.S. agricultural products and to protect the health and care of animals and plants in the United States. MRP offers an array of occupations and is committed to diversity in the workplace. We operate in domestic and global markets. Be part of an organization that protects the health and agriculture of the American people. Join our team!

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. For details click: [APHIS Emergency Response](http://www.aphis.usda.gov/wps/portal/aphis/ourfocus/emergencyresponse)
(<http://www.aphis.usda.gov/wps/portal/aphis/ourfocus/emergencyresponse>)

Next steps

If you set up your USAJobs account to send automatic email notifications, you will receive an email acknowledging: 1) the submission of your online Occupational Questionnaire and resume was successful, 2) if you were referred to the selecting official for consideration, and 3) if you were selected or not selected. Your application will be reviewed to verify that you meet the eligibility and qualification requirements for the position prior to issuing referral lists to the selecting official. If further evaluation or interviews are required, you will be contacted. Log in to your [USAJOBS](https://www.usajobs.gov/) (<https://www.usajobs.gov/>) account to check your application status. We expect to make a final job offer approximately 40 days after the deadline for applications.

Multiple positions may be filled from this announcement.

Fair & Transparent

The Federal hiring process is setup to be fair and transparent. Please read the following guidance.

Equal Employment Opportunity Policy

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.

- [Equal Employment Opportunity \(EEO\) for federal employees & job applicants](https://www.eeoc.gov/federal/fed_employees/index.cfm)
(https://www.eeoc.gov/federal/fed_employees/index.cfm)

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 process should follow the instructions in the job opportunity announcement. For any part of the remaining hiring process, applicants 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 to a job, the work environment, or the way things are usually done that enables an individual with a disability to apply for a job, perform job duties or receive equal access to job benefits.

Under the Rehabilitation Act of 1973, federal agencies must provide reasonable accommodations when:

- 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.

You can request a reasonable accommodation at any time during the application or hiring process or while on the job. Requests are considered on a case-by-case basis.

Learn more about [disability employment and reasonable accommodations](https://www.opm.gov/policy-data-oversight/disability-employment/reasonable-accommodations/)
(<https://www.opm.gov/policy-data-oversight/disability-employment/reasonable-accommodations/>)
or [how to contact an agency](https://www.usajobs.gov//Help/how-to/application/agency/contact/).
(<https://www.usajobs.gov//Help/how-to/application/agency/contact/>)

Legal and regulatory guidance

[Financial suitability](https://www.usajobs.gov//Help/working-in-government/fair-and-transparent/financial-suitability/)
(<https://www.usajobs.gov//Help/working-in-government/fair-and-transparent/financial-suitability/>)

[Privacy Act](https://www.usajobs.gov//Help/working-in-government/fair-and-transparent/privacy-act/)
(<https://www.usajobs.gov//Help/working-in-government/fair-and-transparent/privacy-act/>)

[Selective Service](https://www.usajobs.gov//Help/working-in-government/fair-and-transparent/selective-service/)
(<https://www.usajobs.gov//Help/working-in-government/fair-and-transparent/selective-service/>)

[Social security number request](https://www.usajobs.gov//Help/working-in-government/fair-and-transparent/social-security-number/)
(<https://www.usajobs.gov//Help/working-in-government/fair-and-transparent/social-security-number/>)

[Signature & False statements](https://www.usajobs.gov//Help/working-in-government/fair-and-transparent/signature-false-statements/)
(<https://www.usajobs.gov//Help/working-in-government/fair-and-transparent/signature-false-statements/>)

[New employee probationary period](https://www.usajobs.gov//Help/working-in-government/fair-and-transparent/probationary-period/)
(<https://www.usajobs.gov//Help/working-in-government/fair-and-transparent/probationary-period/>)