



## VACANCY ANNOUNCEMENT

**OPEN DATE:** 12/12/23

**CLOSING DATE:** 12/23/23

**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 #:** **WSER-12-22-NJ-TEB. This is a reannouncement of WSER-10-22-NJ-TEB. Previous applicants must reapply.**

**SERIES/GRADE:** GS-0404-4/5/6

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

**LOCATION:** Teterboro, NJ  
(Relocation expenses will not be paid)

**SALARY:** \$37,522 - \$60,836 per year

United States  
Department of  
Agriculture

Animal and  
Plant Health  
Inspection  
Service

Wildlife  
Services

140-C Locust Grove Rd  
Pittstown, NJ 08867

Ph: (908)735-5654X2

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 (include days/months/years worked, work schedule, and grade level if federal)
- 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 this applies.

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:**

Adam Randall – District Supervisor  
USDA APHIS WS  
140-C Locust Grove Rd  
Pittstown, NJ 08867  
[adam.r.randall@usda.gov](mailto:adam.r.randall@usda.gov)

**DUTIES:**

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 two wildlife biologists manage the wildlife hazards at Teterboro Airport and Newark Liberty International Airport but may also include wildlife damage management of a wide range of other species at other locations. The incumbent will perform some or all of the following in support of the USDA WS program.

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; various types of traps including cage traps, snares, body grip traps, drop in traps, bal-chatri, goshawk; chemical control methods; pyrotechnics; noise cannons/exploders; drop nets; rocket/cannon nets; various other harassment devices.

Assists Wildlife Biologists by correctly identifying current, and forecasting future, damage problems and attributing them accurately to the offending 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.

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

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.

Assists in conducting demonstrations and training for others, including other cooperators or other interested groups, on WDM methods, procedures, and program objectives.

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

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.

Performs other duties, as required.

**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-4 Grade Level:**

Applicants must have 6 months of general experience and 6 months of specialized experience (equivalent to the GS-03 level) that may have been obtained in the private or public (local, county, state, Federal) sectors which demonstrates:

- Experience evaluating and resolving damage caused by wildlife.
- Experience in identifying North American wildlife species.
- Experience in identifying the habits, characteristics, and habitats occupied by a variety of avian and mammalian wildlife species.

**OR**

**Education Substitution at the GS-4 Grade Level:** Successful completion of 2 years of study that included at least 12 semester hours in any combination of courses such as biology, chemistry, statistics, entomology, animal husbandry, botany, physics, agriculture, or mathematics. At least 6 semester hours of courses must be in wildlife.

**OR**

**Combination of Education and Experience at the GS-4 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-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 evaluating and resolving damage caused by wildlife.

- Experience in wildlife damage management techniques to carry out a full range of common technical duties such as: firearms, exclusion, trapping, snaring, non-lethal harassment, and lethal control.
- Experience in identifying North American wildlife species and their behavior and habitats, especially those that may become a threat to economic interests, public health, or human safety.
- Experience in effective communication, both verbally and in written formats, to report program goals, needs, and accomplishments to groups.
- Experience in identifying the habits, characteristics, and habitats occupied by a variety of avian and mammalian wildlife species.
- Experience with computers and word processing, spreadsheets, and databases.

**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:

- Experience in dealing with human-wildlife conflicts and principles of wildlife damage management as they relate to airport wildlife hazard management.
- Experience in conducting and documenting wildlife damage assessments, counts and abundance surveys.
- Experience and proficiency with wildlife damage management techniques to carry out a full range of common technical duties such as: exclusion, trapping, snaring, non-lethal harassment, lethal control, pesticide application, and firearms.
- Experience preparing reports regarding activities, observations, events, and other relevant data collected.
- Experience in identifying North American wildlife species and their behavior and habitats, especially those that may become a threat to economic interests, public health, or human safety.
- Experience in effective communication, both verbally and in written formats, to report program goals, needs, and accomplishments to groups.

**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.

### **OTHER REQUIREMENTS:**

- Must have or obtain a valid New Jersey driver's license. Operation of Government-owned or leased vehicles is required.
- As a condition of employment, 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.
- 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/>

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 these 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.**