



VACANCY ANNOUNCEMENT

United States
Department of
Agriculture

Animal and
Plant Health
Inspection
Service

Wildlife
Services

OPEN DATE: October 5, 2023

CLOSING DATE: October 16, 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**, Maxi-flex, Monday-Friday with occasional weekends, early mornings and evenings with occasional night work

ANNOUNCEMENT #: WSWR 230303 CO 31

SERIES/GRADE: GS-0404-5/6 depending on qualifications

FULL PERFORMANCE LEVEL: GS-0404-6

NUMBER OF POSITIONS: 1

LOCATION: Within Garfield, Mesa, Eagle, Delta or Montrose counties (Relocation expenses will not be paid)

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:

*GS Locality Pay Tables can be accessed at:

[SALARY TABLE 2023-RUS \(opm.gov\)](https://www.opm.gov/policy-data-oversight/pay-grades/)

GS-5 \$37,696.00 - \$49,009.00

GS-6 \$42,022.00 - \$54,625.00

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:

Martin Lowney, State Director
13922 Denver West Parkway
Building 54., Suite 100-WS
Golden, CO 80401
Martin.S.Lowney@usda.gov
303-328-9043

IMPORTANT NOTE: If you should need the forms identified in above paragraph, feel free to contact **303.328.9043** for a copy.

Summary: Incumbent will work with Federal, State, and local cooperators to implement a nonlethal program in evaluating, documenting, investigating, preventing, and alleviating gray

wolf, black bear and other livestock depredation. If selected for this position, the incumbent will be responsible for navigating rough terrain using horseback, ATV, or UTV to perform official duties. Overnight camping, in a provided sheep camp, will be required throughout the year when livestock depredations occur in remote locations. Incumbent will be responsible for traveling along the western slope area of Colorado to assist multiple cooperators and to learn, deploy, and maintain nonlethal techniques including fladry, fox lights, game trail cameras, range riding, etc. The nonlethal duties are about 50% of the work. The other 50% of the work would be assisting landowners and managers with aquatic and terrestrial rodent damage to agriculture, airports, roads and other infrastructure. Incumbent would be part of a team for some terrestrial rodent work. Strong communication skills, high degree of independence, and familiarity with livestock communities are highly recommended.

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.

Utilizes working knowledge of WDM methods and strategies to independently recommend appropriate WDM strategies which alleviate wildlife damage for cooperators and the general public through technical assistance.

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.

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.

Maintains inventories and compiles reports of government-provided equipment and supplies including locations, acquisitions, returns, losses, and reason therefore.

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.

Responsible for reporting accomplishments, problems encountered, work locations, etc. to supervisor.

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:

- Perform wildlife damage mitigation methods and techniques.
- Conduct lethal and non-lethal animal control techniques.
- Conduct basic computer operations for record keeping, data analysis, report writing and correspondence.
- Experience working within local, state, and national rules and regulations as they apply to wildlife policies and procedures
- Experience preparing reports regarding activities, observations, events, and other relevant data collected
- Identifying various species of wildlife.

- Specialized experience should be addressed in the resume.

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:

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.

- 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.
- Specialized experience should be addressed in the resume.

OR

Successfully completed 1 year of graduate education (18 semester hours) in wildlife.

OR

Combination of Education and Experience:

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. (if this applies)
- As a condition of employment, appropriate security clearance is required for this position.
- Position is subject to random and applicant drug testing.
- Direct Deposit: Per Public Law 104-134 all Federal employees are required to have federal payments made by direct deposit to their financial institution.
- Occasional travel may be required.
- 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 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).

- 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.
- If personnel horses or mules are used for range riding activities then horse hire will be compensated. Hire compensation is to compensate for food and care of animals.

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.