



VACANCY ANNOUNCEMENT

OPEN DATE: September 29, 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)

OF POSITIONS: 3

WORK SCHEDULE: Full-Time, Maxi-Flex. Monday – Friday with occasional weekends, early mornings, and evenings with occasional night work.

ANNOUNCEMENT #: WS-MI-OD-4

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

FULL PERFORMANCE LEVEL: GS-0404-6

LOCATION: (1) Midland, MI, (1) Okemos, MI
(Relocation expenses will not be paid)

SALARY: \$34,584 - \$54,625 per year

LOCATION: (1) Detroit, MI
(Relocation expenses will not be paid)

SALARY: \$37,126 - \$60,190 per year

United States
Department of
Agriculture

Animal and
Plant Health
Inspection
Service

Wildlife
Services

2803 Jolly Rd
Okemos, MI
48864

An Equal Opportunity
Employer

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 including:

- Personal information such as name, address, contact information
 - Education
 - Detailed work experience related to this position as described in the announcement with:
 - Work schedule
 - Hours worked per week
 - Dates of employment
 - Title, series, grade of position (if applicable)
 - All supervisors' phone numbers and if they may be contacted
 - Other qualification materials
- 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 listed here:

CONTACT OFFICE:

Earl Krom
 USDA-APHIS-Wildlife Service
 2803 Jolly Rd, Suite 100
 Okemos, MI 48864
 (517) 318-3469
 Earl.g.krom@usda.gov

DUTIES:

- The incumbent of this position serves as a Biological Science Technician within the USDA, APHIS, WS and performs duties relating to wildlife management and use of techniques aimed at controlling damage caused by wildlife to help protect agriculture, natural resources, property, and threats to human health and safety. The work is primarily concerned with wildlife damage management (WDM) operations

relating to the assessment, reduction, and/or elimination of problems associated with wild and/or feral animal species in urban, suburban, and rural environments.

- Ability to effectively communicate verbally with co-workers and cooperators, in person and by telephone.
- Demonstrates a respect for safety in all operations, including the operation of motor vehicles, firearms, control devices and materials, and equipment.
- The incumbent may need to operate 4X4 vehicles (including all-terrain and/or utility task vehicles), boats, snow mobiles, or ride horseback over rough terrain and in other off-road environments to transport self and equipment for performing official duties. The incumbent may also actively participate in aerial activities as a passenger and/or crew member of a fixed- or rotary-winged aircraft.
- Obtains and maintains pesticide applicator licenses, permits, or other similar authorizations as necessary.
- Enters data into established WDM database/system of record. Uses data to prepare and submit routine and special reports regarding daily, weekly or monthly activities, observations, and events.
- 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:

GS-4: Qualification Requirements for 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 using lethal and non-lethal animal control techniques
- Ability to identify various species of wildlife
- Experience to work within local, state, and federal rules and regulations as they apply to wildlife policies and procedures
- Experience with firearms
- Experience preparing reports regarding activities, observations, events, and other relevant data collected

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, and mathematics with at least 6 of those 12 semester hours 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.

GS-5: SPECIALIZED EXPERIENCE

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:

- Use of wildlife damage control techniques (including, but not limited to) predator, rodent and bird control toxicants, techniques, traps, and snares.
- Prepare reports regarding activities, observations, events, and other relevant data collected.
- Inspect and survey areas with the ability to recognize various wildlife.
- Meeting and communicating with individuals or groups
- Recognize habits, characteristics, and habitats occupied by a variety of wildlife species

OR

Education Substitution at the GS-5 Grade Level: 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.

GS-6: SPECIALIZED EXPERIENCE

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 working within the requirements of the Migratory Bird Treaty Act (MBTA), Endangered Species Act (ESA), and the National Environmental Policy Act (NEPA).
- Experience with using and providing training on control methods, procedures, technical aspects, and objectives used for wildlife damage control
- Train on the control methods, procedures, technical aspects, and objectives used for wildlife damage management.

- Contacting and developing working relationships with various parties, including but not limited to farmers, businesses, landowners, airports, natural resources, pest management, civil engineering, and other state/federal agencies.

OR

One year of directly related graduate education (18 semester hours in Wildlife, unless defined differently by the school).

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:

- Must have a valid state driver's license. Operation of Government-owned or leased vehicles is required.
- As a condition of employment, appropriate security clearance is required for this position.
- May be required to pass the certified pesticide applicator examination within 3 months after appointment
- Position is subject to random and applicant drug testing.
- Must have a knowledge of and be capable of using:
 - Working with the public and other cooperating agencies
 - Communication skills
 - Electronic equipment (GPS, Trimble, computer)
- 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).
- 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/>.

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.