



## VACANCY ANNOUNCEMENT

**OPEN DATE:** October 27, 2023

**CLOSING DATE:** November 6, 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 #:** **2023-WSAZ-10-31**

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

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

**LOCATIONS:** **Graham and Cochise County, AZ**  
This is a 100% remote position that must be located within the cities and/or counties listed in the vacancy announcement. The duty station for a remote designation is the selectee's home and must be established within the defined geographic options prior to start date. The selectee is not required to regularly work from a government facility however, the option may be available. (Relocation expenses will not be paid)

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

### **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 that includes:

- 1) Personal information such as name, address, contact information
- 2) Education

United States  
Department of  
Agriculture

Animal and  
Plant Health  
Inspection  
Service

Wildlife  
Services

Arizona State  
Office

8836 N. 23<sup>rd</sup> Avenue,  
Suite 2  
Phoenix, AZ 85021  
Ph: (602) 870-2081  
Fax: (602) 870-2951

An Equal Opportunity  
Employer

- 3) Detailed work experience related to this position as described in the announcement including
    - Work schedule including hours per week
    - Dates of employment;
    - Title, series, grade (if applicable)
  - 4) All supervisors' phone numbers and if they may be contacted
  - 5) Other qualifications
- 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 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: EMAILED APPLICATIONS ARE ACCEPTABLE

**ARIZONA-WS CONTACT OFFICE:**

USDA-APHIS-Wildlife Services-Arizona Program  
Christopher D. Carrillo, District Supervisor  
8836 N. 23<sup>rd</sup> Avenue, Suite 2  
Phoenix, AZ 85021  
(480)292-1830  
[Chris.D.Carrillo@usda.gov](mailto:Chris.D.Carrillo@usda.gov)

**IMPORTANT NOTE:** If you should need the forms identified in above paragraph, feel free to contact 602-870-2081 for a copy.

**INTRODUCTION**

This position is located in the Wildlife Services (WS) Program, Animal and Plant Health Inspection Service of the U.S. Department of Agriculture. The assignment involves the performance of duties relating to wildlife management and use of control techniques aimed at controlling wildlife damage, particularly that of predatory animals, when they conflict with man's economic interest, health or safety. The work is primarily concerned with WS

operations relating to the cessation, alleviation or mitigation of problems created by carnivores, rodents, birds and other animals in urban or rural environments.

#### **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.
- 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.
- Must be familiar with a range of various threatened and endangered species, and their habitats, that are or may be affected by program activities within area of jurisdiction.
- Demonstrates a respect for safety in all operations, including the operation of motor vehicles, firearms, control devices and materials, and equipment.
- Conducts all operations using approved safety procedures and in accordance with local, State and Federal laws and regulations, and USDA, APHIS, and WS policies.

- Identifies safety-related opportunities and challenges and communicates them to the supervisor.
- Supports the WS safety program and procedures through participation in meetings, inspections, and implementation of safety requirements and protocols.
- Obtains and maintains pesticide applicator licenses, permits, or other similar authorizations as necessary.
- May assist WS research efforts by participating in field tests of proposed damage control materials, devices or methods or providing biological or other specimens.

**MINIMUM ELIGIBILITY REQUIREMENTS:**

To qualify, applicants **MUST** meet all minimum qualification requirements, except Medical Requirements, by the closing date of the announcement.

**QUALIFICATIONS REQUIRED:** Applicants must meet all qualifications and eligibility requirements by the closing date of the announcement including the following specialized experience and/or education, as identified by grade level.

**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:

- Ability to identifying North American wildlife species.
- Experience with firearms.
- Ability to meet and communicate with individuals and groups.
- Experience with computers, word processing, spreadsheets, and data bases.

**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 in wildlife damage mitigation methods and techniques
- Experience using lethal and non-lethal animal control techniques

- Experience recognizing and accurately identifying damage caused by various wildlife species and selecting appropriate species-selective management actions.

**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:

- 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.

**OTHER REQUIREMENTS: (if applicable to your position)**

- Must obtain or have a valid Arizona driver's license. Operation of Government-owned or leased vehicles is required.
- Occasional Travel may be required.
- Pay will be based on employee's home of record. Work will be performed in

Graham and Cochise counties and will require mobility between both.

- 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 <https://www.e-verify.gov/>.
- As a condition of employment, appropriate security clearance is required for this position.
- 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).
- Work requires physical exertion such as walking over rough, uneven or rocky surfaces, bending, crouching, stooping and stretching. Agility and dexterity are required.
- Incumbent spends a considerable amount of time outdoors. The terrain may be uneven, rocky or in vegetation. There may be exposure to extremes of weather and temperature. The incumbent is also exposed to toxic chemicals.

**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.

**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.

**All candidates will be considered without regarding to race, creed, color, sex, age, national origin, political affiliation, or any other non-merit factor.**

**Relocation costs will not be paid for this position.**

**More than one position may be selected from this announcement.**