



United States  
Department of  
Agriculture

Animal and  
Plant Health  
Inspection  
Service

Wildlife  
Services

2803 Jolly Rd  
Okemos, MI  
48864

An Equal Opportunity  
Employer

## VACANCY ANNOUNCEMENT

**OPEN DATE:** September 29, 2023

**CLOSING DATE:** October 16, 2023

**POSITION TITLE:** Wildlife Biologist

**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, Maxiflex work schedule

**ANNOUNCEMENT #:** WS-MI-OD-5

**SERIES/GRADE:** GS-0486-7/9

**FULL PERFORMANCE LEVEL:** GS-0486-9

**NUMBER OF POSITIONS:** 1

**LOCATION:** Detroit Metro Airport, MI  
(Relocation expenses will not be paid)

**SALARY:** GS-7: \$51,453 - \$66,888  
GS-9: \$62,937 - \$81,815

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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 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 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:

**CONTACT OFFICE:**

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

**DUTIES:**

- The incumbent conducts integrated wildlife damage management activities where there is a demonstrated need, consistent with the planned use of any given area to prevent or reduce losses to property, agriculture, and natural resources, or to protect human health and safety. Management techniques and/or methods include the recommendation or use of pesticides, controlled substances, pyrotechnics, firearms, binary explosives, aversive agents, auditory devices, exclusion, habitat modification, trapping, and other mechanical or environmental controls.
- May perform a variety of technical procedures including capture, restraint, chemical immobilization, marking, transport, euthanasia, and/or necropsy of wildlife; collection, storage, and safe transport of biological data and samples; telemetry; GIS; GPS; population census and survey; and surveillance and monitoring; gathering, compiling, and analyzing data to facilitate statistical analyses.
- Modifies or adapts established damage techniques as necessary to meet local conditions and address specific environmental, economic, or political considerations.
- Monitors and ensures compliance with program directives, and local, State, and Federal laws and regulations in wildlife damage management activities. Assists cooperators in

understanding of and compliance with the Migratory Bird Treaty Act (MBTA), Endangered Species Act, Bald and Golden Eagle Protection Act, and other wildlife-related laws.

- Through supervisor and with assistance from the WS National Environmental Policy Act (NEPA) staff, develops and maintains categorical exclusions, environmental assessments, monitoring reports, and other documents required by NEPA. Prepares required scientific and administrative program reports. Assists cooperators and the public with obtaining migratory bird depredation permits.
- Gathers, compiles, evaluates, and presents data on damage or hazards caused by various wildlife species to cooperators, stakeholders, and colleagues through project or program reports and presentations at cooperator, stakeholder, and public meetings and professional conferences.
- Establishes and maintains cooperative relationships with other Federal, State, county and city government agencies, Tribes, corporations, educational or research institutions, and individuals in meeting program needs and goals. Represents the WS program on committees and task forces, and at meetings, conferences, and workshops with these groups.
- Provides technical assistance to a variety of cooperators, along with conducting site visits or assessments to identify wildlife damage issues or threats. May develop and deliver training for cooperators, stakeholders, partner agencies and organizations, or other entities.
- Communicates safe and effective damage management techniques through outreach and other channels to the general public. Information may be disseminated by radio and television news releases, interviews, bulletins, presentations, workshops, outreach events, and other methods.
- Assists other WS employees as requested and may assist in training new WS personnel. May be asked to provide technical direction and/or guidance to lower graded employees.

#### **MINIMUM ELIGIBILITY REQUIREMENTS:**

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

#### **BASIC REQUIREMENT:**

**Degree:** biological science that includes:

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

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 must also qualify:**

**FOR THE GS-07 LEVEL:** Applicants must have one year of specialized experience equivalent to the GS-05 level that demonstrates:

- Dealing with the principles of wildlife ecology and management.
- Identifying North American wildlife species and assess their abundance, behavior, and habitats.
- Dealing with human-wildlife conflicts, principles of wildlife damage management and airport wildlife hazard management.
- The Migratory Bird Treaty Act (MBTA), Endangered Species Act, National Environmental Policy Act, and Federal Air Regulations.
- Experience in the use of lethal and non-lethal control tools such as: firearms, traps, snares, pesticides, immobilizing drugs, pyrotechnics, and electronic harassment devices.

**OR**

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

**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](#)

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

**FOR THE GS-09 LEVEL:** Applicants must have one year of specialized experience (equivalent to the GS-07 level) that demonstrates:

- Dealing with human-wildlife conflicts, principles of wildlife damage management and airport wildlife hazard management.
- The skilled use of firearms, traps, snares, pesticides, immobilizing drugs, pyrotechnics, electronic harassment devices, and other non-lethal control tools.
- Using computers for word processing, spreadsheets, and database applications, using GPS, GIS technologies, and web-based systems for data entry and administrative processes.
- Designing a wildlife survey program that detects spatial and temporal differences in wildlife abundance and provides a suitable index of wildlife hazards at airports.
- Interpreting and applying policies, regulations, laws, and ordinances that affect wildlife damage management operations and working within those guidelines.

**OR**

2 years of progressively higher level graduate education leading to a masters degree *or* masters or equivalent graduate degree in Wildlife Biology, Wildlife Ecology, Wildlife Management.

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

**TRANSCRIPTS are required:**

- 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. For more information on submitting transcripts, click: Transcripts ([http://www.aphis.usda.gov/wps/portal/aphis/ourfocus/business-services?ldmy&urile=wcm%3apath%3a/aphis\\_content\\_library/sa\\_our\\_focus/sa\\_business\\_services/sa\\_career\\_opportunities/sa\\_applying\\_for\\_job/sa\\_usajobs\\_faq/ct\\_supporting\\_documentation#education](http://www.aphis.usda.gov/wps/portal/aphis/ourfocus/business-services?ldmy&urile=wcm%3apath%3a/aphis_content_library/sa_our_focus/sa_business_services/sa_career_opportunities/sa_applying_for_job/sa_usajobs_faq/ct_supporting_documentation#education))

### **COMBINATION OF EDUCATION & EXPERIENCE AT THE GS-7/9 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. To learn more about combining education and experience for this series, click the following: Combining Education and Experience for Professional and Scientific Positions

([http://www.aphis.usda.gov/mrpbs/hr/job\\_opportunities/downloads/combining\\_ed\\_prof\\_scientific.pdf](http://www.aphis.usda.gov/mrpbs/hr/job_opportunities/downloads/combining_ed_prof_scientific.pdf))

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, knowledge, and skills and can provide valuable training and experience that translates directly to paid employment. You will receive credit for all qualifying experience, including volunteer experience.

### **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 U.S. 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.
- 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).

- 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.
- There is sporadic and irregular exposure to moderate risks and discomfort, such as adverse weather conditions, noisy environments and extensive 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.
- The incumbent will be required to have wildlife experience on an airport and quickly obtain certification as an Airport Wildlife Biologist.
- The incumbent will be required to successfully obtain and maintain all secure access credentials, vehicle operation certifications, and other certifications or trainings required by the agency and host entity for operations.
- 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.

See this link:

<https://www.usajobs.gov/Help/working-in-government/fair-and-transparent/signature-false-statements/>

**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.**

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