



VACANCY ANNOUNCEMENT

OPEN DATE: November 6, 2023

CLOSING DATE: November 20, 2023

POSITION TITLE: Biological Science Technician

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: This is a full-time maxi-flex position, 80-hour pay period, occasional overtime. NTE 13 months with possibility of renewal at end of term.

ANNOUNCEMENT #: WSWR-2024-HI41

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

FULL PERFORMANCE LEVEL: GS-0404-6

LOCATION: 5 positions, Kapolei, Oahu, Hawaii

(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: \$35,044 - \$56,814 per year

United States
Department of
Agriculture

Animal and
Plant Health
Inspection
Service

Wildlife
Services

Hawaii State
Office

3375 Koapaka St
Suite H420
Honolulu
Hawaii 96819
Ph: (808)-838-2840
Fax: (808)-838-2860

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 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.
- Reference the job announcement number noted above in the resume or the email.
- Interested individuals should send a resume, transcripts, veteran documentation (if applicable) to the address listed here:

CONTACT OFFICE:

Charis Santos, Supervisory Budget Analyst
USDA Wildlife Services
3375 Koapaka St Suite H-420
Honolulu, HI 96819
Charis.n.santos@usda.gov
808-838-2848

IMPORTANT NOTE: If you should need the forms identified in above paragraph, feel free to contact 808-838-2843 for a copy.

DUTIES:

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.

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.

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 Wildlife Biologists by correctly identifying current, and forecasting future damage, problems and relating them to the damage-causing species.

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.

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

Supports the WS safety program and procedures through participation in meetings, inspections, and implementation of safety requirements and protocols.

May author formal reports or other documents that summarize and analyze both work accomplished and benefits to cooperators/stakeholders. These reports are most often presented internally to WS staff/supervisors.

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.

Conducts all operations using approved safety procedures and in accordance with local, State and Federal laws and regulations, and USDA, APHIS, and WS policies.

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: SPECIALIZED EXPERIENCE:

Applicant must have 6 months of general experience and 6 months of specialized experience to perform the work of the position. This experience 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 animals
- Experience working within local, state and national 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:

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 directly related to the position to be filled.

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, firearms, 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

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 with using and can provide training on control methods, procedures, technical aspects, and objectives used for wildlife damage control.
- 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 federal agencies.
- Ability to identify various species of wildlife.
- Experience preparing reports regarding activities, observations, events, and other relevant data collected.
- Experience inspecting and surveying areas with the ability to recognize various wildlife species.

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.

OTHER REQUIREMENTS:

- 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 obtain or have a valid state driver's license at time of application.
- 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).

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.