



VACANCY ANNOUNCEMENT

Marketing and
Regulatory
Programs

OPEN DATE: December 13, 2023

CLOSING DATE: December 19, 2023

Animal and
Plant Health
Inspection
Service

POSITION TITLE: Biological Science Technician (Wildlife)

TYPE OF POSITION: Full Time Temporary, Excepted Service. Possibility for Federal Employee Health Benefit, Sick and Annual Leave Benefits. Not to Exceed 13 months (may be extended up to 4 years)

Wildlife Services

720 O'Leary St. NW
Olympia, WA
98502

WORK SCHEDULE: Full-Time, Maxiflex work schedule to be tailored to seasonal wildlife activity

Ph: (306) 753-9884
Fax: (360) 753-9466

ANNOUNCEMENT #: WRWA-WEST-24-TERM-1

An Equal Opportunity
Employer

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

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

**NUMBER OF
POSITIONS:** 1

LOCATIONS: Island County, Washington

SALARY: \$37,473 – \$60,753 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 (include hours per week and days/months/years worked)
Transcripts (if qualifying on 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 mail or email (preferred) a resume, transcripts, veteran documentation (if applicable) to the address listed here:

CONTACT OFFICE:

USDA APHIS Wildlife Services
Brook Zscheile, District Supervisor
100 NW Tupelo Way
Poulsbo, WA 98370
360-328-8691
Brook.Zscheile@usda.gov

DUTIES:

These positions are located in the Wildlife Services (WS) Program, Animal and Plant Health Inspection Service (APHIS) of the U.S. Department of Agriculture. The WS Program provides federal leadership in addressing wildlife damage problems to protect agriculture, property, natural resources and human health and safety. Both operational management and information sharing activities are conducted. The incumbent performs a wide range of assignments related to wildlife damage management with special emphasis on activities to assess, reduce or prevent wildlife damage in highly urbanized areas. The incumbent also assists with other wildlife management projects as required within the District or State program. Furthermore, the incumbent will:

- Use techniques aimed at controlling native and invasive wildlife damage to property, human safety, natural resources and agriculture.

- Be required to be familiar with and know how to use various devices, chemicals, tools, and related equipment utilized in mammal and bird damage control operations, including the use of snares, traps, or specialized firearms.
- Responsible for organizing, conducting, and implementing direct control operations within a small geographical area as assigned by supervisor to control damage caused by avian or mammalian species.
- Prepare and assists others in preparing and submitting routine and special reports regarding daily, weekly or monthly activities, observations, events and other relevant data.
- The incumbent must demonstrate a respect for safety in all operations, including the operation of motor vehicles, firearms, control devices, and equipment.
- Assist with outreach and educational opportunities through workshops and training sessions.
- Conduct much of his/her time working independently and/or cooperatively with fellow WS personnel when necessary.

MINIMUM ELIGIBILITY REQUIREMENTS:

FOR THE GS-04 GRADE: 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 in:

- Recognizing and accurately identifying damage caused by various wildlife species and selecting appropriate species-selective management actions.
- Safely and effectively using firearms, pyrotechnics, and other non-lethal direct control tools.
- Experience with various hand tools, 4X4 trucks, ATVs, small gasoline engine operation, hauling and backing trailers.

OR

EDUCATION SUBSTITUTION AT THE GS-4 GRADE LEVEL:

Successful completion of 2 years of study above high school 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 wildlife.

Transcripts required if qualifying based on this provision.

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.

Transcripts required if qualifying based on this provision.

FOR THE GS-05 GRADE: Applicants must have one year of specialized experience (equivalent to the GS-04 level) that may have been obtained in the private or public (local, county, state, Federal) sectors which demonstrates experience in:

- Wildlife damage mitigation methods and techniques.
- Using lethal and non-lethal animal control techniques.
- Conducting basic computer operations for record keeping, data analysis, report writing and correspondence.

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-06 GRADE:

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.
- 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.
- The use of firearms, traps, snares, pesticides, immobilizing drugs, pyrotechnics, electronic harassment devices, and other non-lethal control tools.
- Public contacts to formulate assistance strategies that incorporate technical assistance and operational control techniques.

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.

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)

- 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 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.

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.

As required by the President's Executive Order 14043, Federal employees are required to be fully vaccinated against COVID-19 regardless of the employee's duty location or work arrangement (e.g., telework, remote work, etc.), subject to such exceptions as required by law. If selected, you will be required to be vaccinated against COVID-19 and submit documentation of proof of vaccination before appointment or onboarding with the agency. Additional information will be provided regarding what information or documentation will be needed and how you can request of the agency a legally required exception from this requirement.

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.