

**VACANCY ANNOUNCEMENT**  
**UNITED STATES DEPARTMENT OF AGRICULTURE**  
**Animal and Plant Health Inspection Service**  
**Job Announcement**  
(An Equal Opportunity Employer)



United States  
Department of  
Agriculture

Animal and  
Plant Health  
Inspection  
Service

Wildlife Services

6213-E Angus Drive  
Raleigh, NC 27617

Ph: 919-786-4480  
Fax: 919-782-4159

**OPENING DATE:** February 1, 2019

**CLOSING DATE:** February 7, 2019

**POSITION TITLE:** Wildlife Specialist (Biological Science Technician)

**TYPE OF POSITION:** The position is Excepted Service, and will be a GS-0404-4/5/6 13-month term appointment with possibility of renewal. **NO HOUSING WILL BE PROVIDED.** Relocation will NOT be offered for this position. The work schedule will be full-time at 40 hours per week or 80 hours per pay period. This appointment can be extended after the 13 month term if funding is available. This position will accrue sick and annual leave and benefits, such as health and life insurance will be offered.

**WORK SCHEDULE:** Full time

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

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

**LOCATION:** 5 positions, 1 each in:  
Lillington, North Carolina  
Roanoke Rapids, North Carolina  
Patterson, North Carolina  
Pinehurst, North Carolina  
Wilmington, North Carolina

(Relocation expenses will not be paid)

**SALARY:** \$29,847 - \$48,737 per year

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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 (include dates of employment and hours worked per week)

Transcripts

DD-214 (Member 4 copy) and/or VA letter required for applicable Veteran 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.

NOTE: False statements on any part of the applications or accompanying forms or sheets may be cause for disqualification or later removal from the position.

**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. Please indicate on your resume the location(s) to which you are applying.

Interested individuals should send a resume, transcripts, veteran documentation (if applicable) to the email address listed here:

**CONTACT OFFICE:**

Steve Smith

State Director

USDA APHIS Wildlife Services – North Carolina

[Steven.H.Smith@aphis.usda.gov](mailto:Steven.H.Smith@aphis.usda.gov)

If you are currently a federal employee, include a copy of the most recent performance appraisal or a statement on the application that the rating is at least Fully Successful and the date of the rating. Additional materials not listed above (i.e. position descriptions, training certificates, etc.) may not be considered.

**DUTIES:**

Incumbent is responsible for organizing, conducting, and implementing technical assistance and direct control operations within a large geographical area assigned by the District Supervisor or State Director to control wildlife damage management using an integrated pest management (IPM) approach caused by avian or mammalian species to prevent or reduce economic loss to property, natural resources, and agriculture or to protect human health and safety. Management techniques and/or tools include the use of pesticides, pyrotechnics, firearms, aversive agents, auditory devices, exclusion, and cultural methods. IPM strategies will include non-lethal and lethal techniques.

Inspects and surveys areas and, as necessary, will prepare or revise existing programs. Assigned areas are ranches, farms, and urban communities within the counties which are covered by agreements relating to the conduct of approved control methods. Incumbent will be expected to be able to identify damage from wildlife species to assist in the implementation of appropriate corrective action, if warranted and prepares, constructs, or sets devices, lures, traps, etc., in accordance with standard operational procedures.

Prepares and assists others in preparing and submitting routine and special reports regarding daily, weekly or monthly activities, observations, events and other relevant data.

Meets with private landowners, DOT officials, lessees, citizen groups or associations which seek wildlife damage management activities and negotiates local cooperative agreements.

Incumbent serves as an expert instructor and conducts demonstrations and training for others, including other cooperators or interested groups, on damage control methods, procedures, and program objectives. This includes preliminary instructions and training on WS equipment, devices, chemicals, firearms, etc., reporting procedures, field responsibilities and other technical aspects of the program.

Responsible for reporting accomplishments, problems encountered, work locations, etc. to supervisor. Is entrusted with Government-owned control equipment for which an inventory must be maintained and reported, including locations, acquisitions, returns, losses, and reason therefore.

Must demonstrate a respect for the need for safety in all operations including the operation of motor vehicles, firearms, control devices, and equipment.

Must have a valid State motor vehicle operator license. Operation of a Government-owned or leased vehicle is required. Must be able to operate various types of small boats and canoes and be able to swim.

The incumbent complies with federal, state, and local regulations and assists airports with compliance with the Migratory Bird Treaty Act (MBTA), Endangered Species Act, Federal Air Regulations, and Department of Defense Regulations.

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:**

##### **For the GS-4 Grade Level:**

Applicants must have 6 months of general experience and 6 months of specialized experience (equivalent to the GS-3 level) that may have been obtained in the private or public (local, county, state, federal) sectors which demonstrate experience in:

Identifying North American wildlife species.

The principles of wildlife ecology and management.

Conducting basic computer operations for record keeping, data analysis, report writing and correspondence.

***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 directly related to the position to be filled.

**COMBINATION OF EDUCATION AND EXPERIENCE AT THE GS-4 GRADE LEVEL:**

Applicants may have combinations of successfully completed education including the required courses stated above 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 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 using lethal and non-lethal animal control techniques.

Identifying various species of animals.

Experience to work within local, state and national rules and regulations as they apply to wildlife policies and procedures.

Experience preparing reports regarding activities, observations, events, and other relevant data collected.

**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 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.

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-05 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 obtain or have a valid NC 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 have a knowledge of and be capable of using:
  - Working with the public and other cooperating agencies
  - Communication skills
  - Electronic equipment (GIS, GPS, Trimble, computer)
- Must demonstrate a respect for safety in all operations, including the operation of motor vehicles, firearms, control devices, and equipment.
- Must be able to operate various types of small boats and be able to swim.

**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.**