



VACANCY ANNOUNCEMENT

United States
Department of
Agriculture

Animal and
Plant Health Inspection
Service

Wildlife Services

Southeast District
Office

1548A Holland Rd.
Suite 100
Suffolk, VA 23434

757-925-4391

james.r.powell@usda.gov

An Equal Opportunity
Employer

OPEN DATE: April 28, 2023

CLOSING DATE: May 5, 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 including occasional weekends, and early mornings and nights

ANNOUNCEMENT#: VA-WS-23-04

SERIES/GRADE: GS-0404-05/06

FULL PERFORMANCE LEVEL: GS-0404-06

NUMBER OF POSITIONS: 1

LOCATION: Williamsburg, VA. This is a 100% remote position that must be located within a 15-mile radius of Williamsburg, VA. The duty station for a remote designation is the selectee's home. (Relocation expenses will not be paid)

SALARY: **GS 5 \$38,162 - \$49,615**
GS 6 \$42,541 - \$55,300
<https://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/salary-tables/pdf/2023/VB.pdf>
Salary may vary depending on pay grade for which the selectee is qualified.

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

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.)

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 below. Email is preferred.

CONTACT OFFICE:

James R. Powell, SE District Supervisor
USDA Wildlife Services - Virginia
1548A Holland Rd., Ste. 100
Suffolk, VA 23434 757-925-4391
james.r.powell@usda.gov

DUTIES:

This position will be part of a team dedicated primarily to the detection and removal of invasive nutria from sensitive wetland habitats in eastern Virginia. Application of the duties described below will be primarily within this context. The incumbent also will assist with other wildlife damage management projects as needed.

The incumbent will be required to perform a variety of tasks requiring a general knowledge of biology, population ecology as it pertains to invasive species management, agriculture, and wildlife damage management. The incumbent will perform some or all of the following in support of the USDA WS program.

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.

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

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.

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.

Assists in conducting demonstrations and training for others, including other cooperators or other interested groups, on WDM methods, procedures, and program objectives.

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

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.

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-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 using lethal and non-lethal wildlife damage control techniques and tools.

Experience working 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.

Experience identifying various species of wildlife

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, statistics, entomology, animal husbandry, botany, physics, agriculture, or mathematics. At least 6 semester hours of courses must have been directly related to the position to be filled.

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

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.

QUALIFICATIONS REQUIRED:

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.
- Creating/maintaining 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)

- Must obtain or have a valid state 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.
- 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 these 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.

To ensure compliance with an applicable preliminary nationwide injunction, which may be supplemented, modified, or vacated, depending on the course of ongoing litigation, the Federal Government will take no action to implement or enforce the COVID-19 vaccination requirement pursuant to Executive Order 14043 on Requiring Coronavirus Disease 2019 Vaccination for Federal Employees. Therefore, to the extent a Federal job announcement includes the requirement that applicants must be fully vaccinated against COVID-19 pursuant to E.O. 14043, that requirement does not currently apply. Federal agencies may request information regarding the vaccination status of selected applicants for the purposes of implementing other workplace safety protocols, such as protocols related to masking, physical distancing, testing, travel, and quarantine.

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