



Job Title: Rangeland Management Specialist
Department: Department Of The Interior
Agency: Bureau of Land Management
Sub Agency: BLM - BUREAU OF LAND MANAGEMENT
Job Announcement Number: AZ DEU-2012-0011

SALARY RANGE: \$31,315.00 to \$74,628.00 / Per Year
OPEN PERIOD: Monday, November 21, 2011 to Wednesday, December 21, 2011
SERIES & GRADE: GS-0454-05/11
POSITION INFORMATION: This is a full-time position. - This position is permanent.
PROMOTION POTENTIAL:

11

DUTY LOCATIONS: 2 vacancy(s) - Kingman, AZ
WHO MAY BE CONSIDERED: All U.S. Citizens-No previous Federal Service is required.
JOB SUMMARY:

BLM is seeking a dynamic, energetic person to join the team to create healthy rangelands while overseeing managed grazing.

The BLM manages more land - approximately 253 million acres - than any other Federal agency. This land, known as the National System of Public Lands, is primarily located in 12 Western states, including Alaska. The Bureau, with a budget of about \$1 billion, also administers 700 million acres of sub-surface mineral estates throughout the nation. The BLM's multiple-use mission is to sustain the health and productivity of the public lands for the use and enjoyment of present and future generations.

This position is located in the Kingman Field Office. The BLM Kingman Field Office oversees 2.4 million acres of public land in northwestern Arizona, and is located south and east of the Colorado River. The field office is also home to the historic Route 66 National Back Country Byway, as well as the largest wild burro population in the country, located in the Black Mountains. Resources include portions of the Sonoran, Mohave, and Great Basin Deserts, with saguaro cactus, greasewood, Joshua tree, sagebrush, chaparral, pinyon-juniper woodlands, and ponderosa pine forests. The field office manages nine wilderness areas, 12 Areas of Critical Environmental Concern, and five river segments under consideration for Wild and Scenic River designations. The field office also manages the Grapevine Mesa/Joshua Tree Forest which is considered a National Natural Landmark and one property listed on the National Register of Historic Places.

Relocation expenses are not authorized for this position.

KEY REQUIREMENTS

- U.S. Citizenship is required;
- Security Clearance/Background Investigation is required; .
- Be sure to read the "How to Apply" and "Required Documents" Sections;
- have an interest or hold stocks in firms with interest in Federal Land;
- Direct Deposit Required;

DUTIES:

At the developmental levels (GS-05 to GS-09): Performs the duties at a reduced level of responsibility and/or difficulty as described below while receiving on the job and other appropriate training.

At the GS-11 Level:

Collects, analyzes, and interprets rangeland monitoring data in an Interdisciplinary Team setting. Plans, manages, produces, and implements allotment evaluations. Develops, maintains and, revises planning documents for the range program. Ensures impacts to the range and grassland ecosystem are properly mitigated. Reviews range permit applications. Principal Investigator and negotiator on livestock grazing use cases. Coordinates and consults with local Tribal Councils, special interest groups, and others concerned with the protection and conservation of rangeland ecosystems.

QUALIFICATIONS REQUIRED:

In order to be rated as qualified using specialized experience, we must be able to determine that you meet the definition(s) below; please be sure to include this information in your resume. To be creditable, this experience must have been equivalent in difficulty and complexity to the next lower grade level of the position to be filled.

To qualify at the GS-05 level you must meet the basic qualifications above.

To qualify at the GS-07: In addition to meeting the basic education requirements described above, one (1) year of specialized experience equivalent to the next lower grade level (GS-05) in the Federal service, assisting higher level professionals with processing and/or reviewing grazing applications and permits, on-the-ground use supervision, planning and conducting range studies, planning range & watershed improvements, conducting trespass investigations, consulting with livestock operators and preparing land use planning documents; OR one year of graduate education in range management or a directly related field; or graduated from a four year college with Superior Academic Achievement (S.A.A.), which is based on one of the following: (1) class standing, (2) grade-point average, or (3) honor society member. For a detailed description of Superior Academic Achievement please visit: Superior Academic Achievement

To qualify at GS-09: In addition to meeting the basic education requirement described above, one (1) year of specialized experience equivalent to the next lower grade level (GS-07) in the Federal service, assisting with grazing leases, permits, transfers and allotment management plans, monitoring studies, allotment evaluations and inspections, and analyzing multiple resource management issues; OR two (2) years of progressively higher level graduate education leading to a master's degree or equivalent graduate degree in rangeland management or a directly related field.

To qualify at GS-11: In addition to meeting the basic education requirement described above, one (1) year of specialized experience equivalent to the next lower grade level (GS-09) in the federal service, resolving grazing administration issues, developing allotment plans, and serving as principal contact and negotiator for rangeland issues within multiple-use-management areas; OR three (3) years of progressively higher level graduate education leading to a Ph.D. degree or equivalent doctoral degree in rangeland management or a directly related field.

Education and experience may be combined to meet the specialized experience requirement.

You must meet all qualification requirements by the closing date of the announcement.

These positions fall under the Group Coverage Qualification Standards for Professional and Scientific Positions and Rangeland Management Series, and the 0454 Individual Occupational Requirements (IOR).

This position has a positive educational requirement. You MUST submit a legible copy of your college transcripts in order to be considered. Applicants will be rated solely on the information provided in their original application. No additional information will be requested or accepted. Applicants should review the qualification standards for the Rangeland Management series. Applicants who fail to meet the positive education requirement will be found ineligible for consideration. Applicants can review this qualification standard at <http://www.opm.gov/qualifications/SEC-IV/A/GS-PROF.asp> and the Individual Occupational requirements at <http://www.opm.gov/qualifications/SEC-IV/B/GS0400/0454.HTM>.

To be basically qualified you must meet the basic eligibility requirements on education for the 454 series.

A. Degree: Range Management; or a related discipline that included at least 42 semester hours in a combination of the plant, animal, and soil sciences, and natural resources management, as follows:

1. Range Management: At least 18 semester hours of course work in range management, including courses in such areas as basic principles of range management, range plants, range ecology, range inventories and studies, range improvements, and ranch or rangeland planning.

2. Directly Related Plant, Animal, and Soil Sciences: At least 15 semester hours of directly related courses in the plant, animal, and soil sciences, including at least one course in each of these three scientific areas, i.e. plant, animal, and soil ecology, animal nutrition, livestock production, and soil morphology or soil classification are acceptable.

3. Related Resource Management Studies: At least 9 semester hours of course work in related resource management

subjects, including courses in such areas as wildlife management, watershed management, natural resource or agricultural economics, forestry, agronomy, forages, and outdoor recreation management.

OR

B. Combination of education and experience: At least 42 semester hours of course work in the combination of plant, animal, and soil sciences and natural resources management shown in A above, plus appropriate experience or additional education.

Partial credit for courses cannot be given. It is mandatory to submit college transcripts. Failure to submit transcripts will result in removal from further consideration. If you have course work which you feel helps you meet the educational qualifications that is not clearly evident from your transcripts, you must include a course description photocopied from your catalog so we can understand the course. In addition to meeting the basic education requirements, you must also possess 1 year of specialized experience which is equivalent to the next lower grade level.

HOW YOU WILL BE EVALUATED:

Upon receipt of your complete application package, a review of your application will be made to ensure you meet the basic qualification requirements. Your rating will be based on your responses to the Job Specific Questionnaire and the information stated in your resume. If you meet the qualification requirements, your application will be placed in one of three categories: Best Qualified, Highly Qualified, or Qualified. Within these categories, applicants eligible for veteran's preference will receive selection priority over non-veterans. In addition, interviews may be conducted for this position. The interviews may be conducted on a pass/fail basis or may be scored. The job specific questions relate to the following knowledge, skills and abilities required to do the work of this position.

At the GS-05 level:

KSA 1: Knowledge gained through attendance at an accredited university or college for the discipline of range land management.

KSA 2: Knowledge of the disciplines of other natural resources and biological sciences.

KSA 3: Ability to effectively communicate technical and non-technical information both orally and in written form to diverse groups of people.

KSA 4: Ability to use automated systems to input data and generate reports.

KSA 5: Ability to research, collect, verify, interpret, and analyze a variety of complex directions, regulations, and information.

At the GS-07 and GS-09 Level:

KSA 1: Knowledge of and skill in applying basic concepts, principles, and methodologies in the field of rangeland management.

KSA 2: Knowledge of the theories, principles and concepts related to the ecological behavior of grasslands, pasture lands, savannas, shrub lands, riparian properties, deserts, meadows and coast marshes.

KSA 3: Ability to communicate effectively with a variety of individuals and groups both verbally and in writing, often incorporating consensus building skills.

KSA 4: Knowledge of applicable Federal laws, statutes and legislation governing rangeland management programs.

KSA 5: Skill in gathering data, and analyzing, interpreting and evaluating the results.

At the GS-11 Level:

KSA 1: Knowledge of a wide range of rangeland management principles, concepts and theories.

KSA 2: Knowledge of related disciplines in order to integrate findings into the allotment evaluation processes.

KSA 3: Knowledge of ecological processes.

KSA 4: Knowledge of applicable Federal statutes and legislation governing rangeland management programs.

KSA 5: Consensus building skills sufficient to address differences among diverse and affected interests.

To preview questions please [click here](#).

BENEFITS:

To explore the major benefits offered to most Federal employees, visit the Office of Personnel Management's website at [Federal Benefits at USAJOBS](#)

OTHER INFORMATION:

May require completion of a 1 year probationary period.

Travel and relocation expenses will not be paid by the Department of the Interior. Any travel, transportation and relocation expenses associated with reporting for duty in this position will be the responsibility of the selected employee.

Career Transition Assistance Plan (CTAP)/Interagency Career Transition Assistance Program (ICTAP): CTAP provides eligible surplus and displaced Federal competitive service employees with selection priority over other candidates for competitive service vacancies. Information about CTAP/ICTAP eligibility is available from OPM's Career Transition Resources website at [CTAP](#) or [ICTAP](#). If your agency has notified you in writing that you are a surplus or displaced employee eligible for CTAP consideration or that you are a displaced employee eligible for ICTAP consideration, you may receive selection priority if: 1) This vacancy is within your CTAP/ICTAP eligibility; 2) You apply under the instructions in this announcement; and 3) You are found well-qualified for this vacancy. You must provide proof of eligibility with your application to receive selection priority. Such proof may include a copy of your written notification of CTAP/ICTAP eligibility, or a copy of your separation personnel action form.

This is a Bargaining Unit position.

HOW TO APPLY:

To receive consideration for this position, you must provide a complete Application Package, which includes ALL of the following items: 1. Your responses to the Assessment Questionnaire; 2. Your resume; and 3. Applicable supporting documents specified in the Required Documents section of this job announcement.

Click on the button "Apply Online" and login to MY USAJOBS.

If you haven't already registered with USAJOBS, the system will require you to create a user name and password, complete a questionnaire and upload, paste or type a resume into USAJOBS.

If you have already registered with USAJOBS and forgot your login information, select the "Did you forget your username and/or password" link from the right side menu.

Your application package must be submitted by 11:59 PM Eastern Time by the closing date of this announcement.

If you need assistance in applying on-line, please contact the HR Office at listed on this vacancy announcement. If applying on-line poses a hardship for you (i.e. you do not have access to the internet) you must contact us prior to the closing date of the announcement for an alternative method of applying.

REQUIRED DOCUMENTS:

In addition to the online application (resume and responses to the questionnaire), you are required to submit the following forms:

Copy of Transcripts or a list of college courses that include hours and grades from an accredited U.S. college/university. If your degree is from a Foreign Institution [See Foreign Education](#).

Veterans' Preference: If you are entitled to veterans' preference, you should indicate the level of veterans' preference you are claiming on your resume. Your veterans' preference entitlement will be adjudicated (verified) by the employing agency using the documents you provide.

For preference as TP veteran, please provide your DD-214 (Certificate of Release or Discharge from Active Duty), official statement of service from your command if you are currently on active duty, or other official documentation (e.g., documentation of receipt of a campaign badge or expeditionary medal) that proves your military service was performed under honorable conditions.

For preference as a CP, CPS, or XP veteran, please submit a Standard Form (SF) 15, Application for 10-Point Veteran Preference, DD-214, and the required documentation.

For more information on which type of preference is applicable please visit [VetGuide](#).

Career Transition Assistance Program (CTAP) or Interagency Career Transition Assistance Program (ICTAP)eligibles: documentation verifying your CTAP/ICTAP eligibility - this includes a copy of the agency notice and your most recent SF-50 noting current position, grade level and duty location.

You may submit your documents either via Auto-Requested Fax or by uploading your documents from your USAJOBS Profile.

Auto-Requested Fax: allows you to submit required documentation that will be electronically displayed along with your resume.

UPLOADING DOCUMENTS: instead of faxing your documents you may

use the uploading procedures thru Applicant Manager. Do not use both options.

Hard copy paper supplemental documents, submitted without prior Human Resources approval, will be considered as an incomplete application.

Required documentation must be submitted by 11:59 p.m. Eastern Time, on the closing date of this announcement.

AGENCY CONTACT INFO:

Carol Cole
Phone: 602-417-9391
Fax: 571-258-4052

Agency Information:
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MANAGEMENT**
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Phoenix, AZ
85004-2208
US
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WHAT TO EXPECT NEXT:

Once your completed application is received, we will conduct an evaluation and the most highly qualified candidates will be referred to the hiring manager for future consideration and possible interview. You will be notified of the outcome.

You may also check the status of your application by viewing your MY USAJOBS account.

Control Number: 303599400

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