



Coronado National Forest

Outreach Notice



Join our team on the Coronado National Forest!
DISTRICT RANGELAND MANAGEMENT SPECIALIST

GS-0454-05

The Coronado National Forest (CNF) in southern Arizona will soon be advertising a **GS-0454-05 District Rangeland Management Specialist** position with a promotion potential to **GS-0454-07/09** under the Pathways Recent Graduate Program.

Salary: **\$31,628 - \$62,297**

Work Schedule: **Full-time**

Duty Station: **Sierra Vista Ranger District in Hereford, Arizona**

We are a multifaceted Forest with a host of challenges and opportunities that bring national attention. We are seeking a dynamic, innovative, and motivated individual willing and able to continue our efforts in being an employer of choice.

PRE-ANNOUNCEMENT OUTREACH

To express interest in the position, please complete and submit the attached outreach form, as well as a resume, via email to Steve Bluemer, District Range and Watershed Staff on the Sierra Vista Ranger District, at sbluemer@fs.fed.us. Please indicate your education and/or your work experience that ensures qualification for this position. Please submit your completed outreach form with resume attached by May 13, 2016.

The vacancy announcement for this position will be posted on the U.S. Government's official website for employment opportunities at www.usajobs.gov. Anyone who expresses interest in the position will be notified when the announcement opens.

PATHWAYS RECENT GRADUATE PROGRAM ELIGIBILITY REQUIREMENTS

1. A Recent Graduate is an individual who obtained a qualifying associates, bachelors, master's, professional, doctorate, vocational or technical degree or certificate from a qualifying educational institution, within the previous 2 years or other applicable period provided below.
2. Except as provided in paragraph (3) below, an individual may apply for a position in the USDA Recent Graduates Program only if the individual's application is received not later than 2 years after the date the individual completed all requirements of an academic course of study leading to a qualifying associates, bachelor's, master's, professional, doctorate, vocational or technical degree or certificate from a qualifying educational institution.
3. A veteran, as defined in 5 U.S.C. 2108, who, due to a military service obligation, was precluded from applying to the Recent Graduates Program during any portion of the 2-year eligibility period described in paragraph (1) of this section shall have a full 2-year period of eligibility upon his or her release or discharge from active duty. In no event, however, may the individual's eligibility period extend beyond 6 years from the date on which the individual completed the requirements of an academic course of study.

Recent Graduates who satisfactorily complete the USDA Recent Graduates Program and meet all eligibility requirements for conversion may be non-competitively converted to a term or permanent appointment in the competitive service. Program requirements include:

- ✓ Must be a U.S. citizen prior to conversion;
- ✓ Successfully completed all the requirements of the USDA Recent Graduates Program;
- ✓ Demonstrated successful job performance consistent with the applicable performance appraisal program established under the agency's approved performance appraisal system that results in a rating of record (or summary rating) of at least Fully Successful or equivalent and a recommendation for conversion by the first-level supervisor; and
- ✓ Met the OPM qualification standard for the competitive service position to which the Recent Graduate will be converted.

To be eligible for conversion, the Recent Graduate must:

- ✓ Meet the qualification standards for the position to which the Recent Graduate will be converted;
- ✓ Have at least 1-year of continuous work experience;
- ✓ Receive a satisfactory recommendation by his/her mentor;
- ✓ Meet training requirements as specified in the USDA Pathways Programs Training Plan; and perform their job successfully and satisfactory

OPM QUALIFICATION STANDARD

The Qualification requirements for the GS-0454 series covered by the U.S. Office of Personnel Management (OPM) Qualification Standards for General Schedule Positions -- GS-0454: Rangeland Management Series, can be found in any Federal Human Resources Office or on the internet at the following hyperlink:

<http://www.opm.gov/policy-data-oversight/classification-qualifications/general-schedule-qualification-standards/0400/rangeland-management-series-0454/>

MAJOR DUTIES

The position provides professional and technical expertise to a complex Range and Watershed program. The incumbent is responsible for:

- Conducting short and long term monitoring of plant communities and their trends; grazing impacts, precipitation, soil erosion hazards and riparian condition.
- Conducts studies of range conditions, trends and utilization.
- Carrying out ecosystem based rangeland surveys and inventories.
- Gathering and assembling data concerning rangeland health, trends, ecological status of vegetation communities, site potential and desired plant community.
- Compiles material and supply estimates and/or oversees the construction and/or maintenance of rangeland projects.
- Makes recommendations for improved rangeland and livestock administration and provides input into the development of subsequent rangeland and livestock management decisions.
- Prepares livestock management plans, determines location and proper stocking and locates, prescribes, designs, and schedules rangeland improvement projects such as fences, pipelines, cattleguards, plant community changes, or prescribed burning.
- Maintains continuing working relationships with permittees and others to ensure compliance with agreed upon plans and desired quality of work, and to advise rangeland users of various activities affecting their use of specific rangeland areas. Prepares and/or revises annual rangeland user instructions. Prepares or initiates action on cooperative agreements for rangeland improvements.
- Assists in the administration of grazing permits by consulting, coordinating and cooperating with permittees and other rangeland users. Determines permittee compliance with permits and makes recommendations to correct discrepancies.
- Determines rangeland readiness for various rangeland uses, inspects rangeland uses for compliance with permits, and monitors the results of the rangeland uses that are permitted or allowed. Prepares rangeland improvement maintenance schedules and keeps records of existing and proposed improvements, maintenance needs, and accomplishments.
- Conducts range allotment inspections, compiles actual use information, and prepares allotment management plans. Determines proper stocking and rotation schemes.
- Performs other duties as assigned.

The incumbent will spend approximately 60% of their time in the field, and will travel on foot, horseback, ATV, and 4x4 vehicle. Arduous travel to remote work locations is a regular occurrence. It is desirable for applicants to have some of the following skills: the ability to navigate using a topographic map and GPS; experience around horses and riding in rough or broken country; a strong background in the principles of rangeland management; comfort working alone or in small groups in remote locations; plant identification skills with an emphasis on grass species; good writing and oral communication skills and the ability to utilize computers for writing and analysis.

ABOUT THE CORONADO NATIONAL FOREST

The twelve mountain range units of the Coronado National Forest total 1.7 million acres of public land, and offer an unusual range of vegetative types and climates. In only one hour, a visitor can drive from the hot, arid desert to the cool pines. The forest is exceptionally rich in diversity of flora and fauna.

These mountains are the real treasures of Arizona. They rise like islands in a desert sea. Their heights pierce the rain and snow clouds, capturing the precipitation that is the lifeblood of cities, industry, agriculture and the local plants and animals the Forest nurtures.

The Coronado National Forest is made up of five Ranger Districts serving urban and rural populations. The Forest works hard to collaborate with these communities and share critical resources across boundaries.

Employer of Choice

The Coronado National Forest is also dedicated to nurturing and supporting the development of our employees. The Forest does this by encouraging participation in some or all of the following programs:

- 📌 **Commuter Benefit Program:** If you ride your bike to work, or use public transportation, the Forest can help you with the cost of commuting.
- 📌 **Employee Wellness Program:** Do you like to work out? With this program you can choose to be paid to work out up to three hours a week, or be reimbursed for half of your gym membership.
- 📌 **Aglearn Rosetta Stone:** The Coronado National Forest will pay for you to learn a new language! With your supervisor's permission, you will be able to develop your linguistic skills.
- 📌 **Mentoring:** We all have skills to share, as well as something to learn. Our mentoring program encourages you to develop new skills and to teach the ones you already have.
- 📌 **Healthy Awards:** This program promotes a healthy work/life balance and rewards you for taking care of yourself. When you complete items on the list, you get points. At the end of the year, you redeem the points you've earned for either time off or spot award.

ABOUT THE DISTRICT

The Sierra Vista Ranger District covers approximately 350,000 acres. The Sierra Vista Ranger District includes the Huachuca, Patagonia, and Whetstones Mountain ranges, which are all, part of the "Sky Island" forests surrounded by the Upper Sonoran Desert. The District office is located in Hereford which is just south of Sierra Vista at the edge of the Huachuca Mountains approximately 9 miles north west of the United States/Mexico international border. The vegetation ranges from low elevation Upper Sonoran desert type, grass and oak woodland type to mixed conifer and ponderosa pine in the higher elevations.

SIERRA VISTA

Sierra Vista is a city in Cochise County, Arizona, United States. Sierra Vista, which is Spanish for "Mountain View", is located 70 miles (110 km) southeast of Tucson and serves as the main commercial, cultural, and recreational hub of Cochise County. The city is accessible via Interstate 10 and State Highway 90. The city is surrounded by the Huachuca Mountains, Dragoon Mountains, Whetstone Mountains, Mustang Mountains, and the Mule Mountains and is bordered on the east by the San Pedro River.

Additional information about Sierra Vista, AZ, can be found at these websites:

http://en.wikipedia.org/wiki/Sierra_Vista,_Arizona

<http://www.sierravistaaz.gov/>

<http://www.svherald.com/>

Climate: Sierra Vista has a fairly stable climate with very little humidity. However, the Monsoon Season can bring rain during the months of July and August. Snow is not a common sight on the streets of Sierra Vista though some years the city can receive several inches of snow and other years it will receive none. However, a snow capped Miller Peak and Carr Peak in the Huachuca Mountains is a common sight for 4–5 months every year. More information on climate and links can be found at:

http://en.wikipedia.org/wiki/Sierra_Vista,_Arizona#Climate

Education: The local public school system (Sierra Vista Unified School District) includes a high school, two middle schools, and six elementary schools. There are also several

charter and private education opportunities. Higher education is available through the University of Arizona South, Cochise Community College, the University of Phoenix, Wayland Baptist University, and Western International University.

Housing: Housing and cost of living statistics can be viewed at:
<http://www.city-data.com/city/Sierra-Vista-Southeast-Arizona.html>

Recreation: The recreational possibilities in Sierra Vista are virtually endless, especially given the city's natural environment and glorious weather. Veterans' Memorial Park, at the heart of the city, is a venue for numerous events all-year-round and is a popular meeting place for the residents, who can take advantage of the picnic areas, play equipment, volley courts and ramadas. At the edge of the park is the multi-million dollar, indoor aquatic center, The Cove, which features a beach-style entry pool with a variable wave machine, two water slides, a warm water pool, sunning decks, kids' lagoon, a diving pool and an eight-lane competition pool. More recreational possibilities can be viewed at:
<http://www.sierravistaaz.gov/department/board.php?fDD=15-36>

Healthcare: Canyon Vista Medical Center is a joint Commission Accredited hospital serving patients for 50 years. As a full service, acute care hospital, CVMD offers many services usually found in larger cities. The Emergency Department provides emergency services, including a hospital-based helicopter and pre-hospital base for local emergency services. The hospital's Maternal/Child Department provides mother and child services for Cochise County.

Shopping & Dining: Sierra Vista offers a wealth of shopping and dining opportunities for both residents and visitors alike. Since 1999, the Mall at Sierra Vista has been serving the area's shopping needs. Anchored by Dillard's department store, the 400,000-square-foot mall is home to 50 shops, booths and food outlets.

As the city has continued to grow, an increasing number of major retailers have chosen to set up shop in Sierra Vista. However, the area, especially the West End district, is also home to many independent small businesses.

When it comes to dining out in Sierra Vista, there is something to suit everyone's tastes. From Japanese to Mexican and from fast food to fine cuisine, the city has all the ingredients for an enjoyable, dining out experience.

OUTREACH RESPONSE

The purpose of this outreach notice is to inform prospective applicants of this upcoming opportunity and determine interest in the position. To express interest in this position, please complete the following Outreach Form and submit to Steve Bluemer, District Range and Watershed Staff, at sbluemer@fs.fed.us.

**Coronado National Forest
Sierra Vista Ranger District
District Rangeland Management Specialist
GS– 0454-05**

Please respond by May 13, 2016

Please indicate your interest in this detail by completing and submitting this form and a current resume by email to Steve Bluemer, District Range and Watershed Staff at sbluemer@fs.fed.us. Thank you.

Personal Information

Name: _____ Date: _____

E-mail Address: _____

Telephone Numbers: _____

Work History

Are you a current federal employee? Yes _____ No _____

Agency Employed with: USFS _____ BLM _____ Other _____

Type of appointment: Permanent _____ Temporary _____ Term _____ VRA _____ PWD _____ Other _____

Current Region/Forest/District: _____

Current Position/Title/Series/Grade: _____

Eligibilities

Are you eligible for hire under a special hiring authority? Yes _____ No _____

If so which one? _____

Briefly describe why you will be a strong candidate for this position.

THANK YOU FOR YOUR INTEREST IN THIS OPPORTUNITY!