



## VACANCY ANNOUNCEMENT

**OPEN DATE:** February 11<sup>th</sup>, 2019

**CLOSING DATE:** February 15<sup>th</sup>, 2019

**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:** Fulltime – 40 hours per week

**ANNOUNCEMENT #:**

**SERIES/GRADE:** GS-0404-5/6/7

**FULL PERFORMANCE LEVEL:** GS-0404-07

**NUMBER OF POSITIONS:** 1

**LOCATIONS:** Piscataway, NJ  
(Relocation expenses will not be paid)

**SALARY:** \$34,183 – \$61,584 per year

United States  
Department of  
Agriculture

Animal and  
Plant Health  
Inspection  
Service

Wildlife  
Services

An Equal Opportunity  
Employer

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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  
Transcripts (if qualifying on education)  
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.

**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 contact office where the position is located:

USDA APHIS Wildlife Services  
140-C Locust Grove Road  
Pittstown, NJ 08867  
Attn: Kimberly Clapper, District Supervisor  
[Kimberly.s.clapper@aphis.usda.gov](mailto:Kimberly.s.clapper@aphis.usda.gov)  
Office: (908) 735-5654 x6

**DUTIES:**

Incumbent is responsible for organizing, planning, conducting, and implementing 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 prepare or revise existing programs. Assigned areas may be ranches, farms, airports, and urban/rural communities within the county, geographic areas, or sites which are covered by agreements relating to the conduct of approved management methods.

Must be highly skilled in the use of various available control devices (including firearms) in accordance with laws, policies, regulations and written/verbal instructions. Conducts integrated program of wildlife damage management activities where there is a demonstrated need consistent with the planned use of any given area and to the extent necessary to prevent or reduce economic loss to property, agriculture or to protect human health and safety.

Modifies or adapts established damage control techniques as necessary to meet local conditions and address specific environmental, economic or political considerations.

Incumbent works in close cooperation with Federal, State and other government agencies and organizations and assures to the extent possible that control methods are efficient, selective and based on sound biological and ecological principles.

Awareness of the National Environmental Policy Act (NEPA) and ability to promote compliance for program operations and services within NEPA parameters. Prepares and submits routine and special reports as necessary for NEPA. Ability to interpret and apply all provisions of pertinent NEPA documents within area of assignment.

Instructs employees and private individuals with the most current wildlife damage management techniques. Instructs in the maintenance, repair and safekeeping of tools, firearms, supplies and equipment. This includes the preliminary instructions and training of new personnel on the use of damage management equipment, field responsibilities and other technical aspects of the program

Assists in the negotiation of cooperative agreements with landowners, lessees or administrators to accomplish the goals outlined for the WS program.

Recommends, through supervisor, areas for potential research or developmental study. May assist the WS research effort by participating in field tests of proposed damage control materials, devices or methods.

Supports Wildlife Services safety program and procedures through participation in meetings, inspections, and implementation of safety requirements and protocols. Identifies safety-related opportunities and challenges to the supervisor.

Obtains and maintains pesticide applicator licenses, permits, or other authorizations, and may be required to assist with pesticide use/certification training in cooperation with State agencies and land grant universities.

**MINIMUM ELIGIBILITY REQUIREMENTS:**

To qualify, applicants MUST meet all minimum qualification requirements, except Medical Requirements, by the closing date of the announcement.

**QUALIFICATIONS REQUIRED:**

**SPECIALIZED EXPERIENCE AT THE GS-5 GRADE 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:

**Examples of qualifying experience include, but are not limited to:**

- 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.
- Experience in wildlife damage mitigation methods and techniques.

**EDUCATION SUBSTITUTION AT THE GS-5 GRADE LEVEL:**

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 management.

**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.

**SPECIALIZED EXPERIENCE AT THE GS-6 GRADE LEVEL:**

Applicants must have 1 year of specialized experience equivalent in level of difficulty and responsibility to the GS-5 level in the Federal service. This experience may have been obtained in the private or public (local, county, State, Federal) sectors.

**Examples of qualifying experience include, but are not limited to:**

- Knowledge of techniques to evaluate and resolve damages caused by wildlife.
- Experience with wildlife damage management techniques to carry out common technical duties such as: exclusion, trapping, non-lethal harassment, and lethal control.
- Experience in the safe use of a variety of firearms to remove damaging wildlife when necessary.

- Experience in the identification of North American wildlife species, especially those that may become a threat to economic interests, public health, or human safety.
- Experience with effectively communicating in both spoken and written formats to report program goals, needs, and accomplishments to internal stakeholders.
- Experience maintaining working relationships with various parties, including businesses, land owners, State and other Federal agencies.

**EDUCATION SUBSTITUTION AT THE GS-6 GRADE LEVEL:**

GS-6: One year of graduate–level education with at least 18 credits in wildlife.

**OR**

**COMBINATION OF EDUCATION AND EXPERIENCE AT THE GS-6 GRADE LEVEL:**

Equivalent combinations of successful completed education and experience may be used to meet the total qualification requirements. The total percentage must equal at least 100 percent to qualify.

**SPECIALIZED EXPERIENCE AT THE GS-7 GRADE LEVEL:**

Applicants must have 1 year of specialized experience equivalent in level of difficulty and responsibility to the GS-6 level in the Federal service. This experience may have been obtained in the private or public (local, county, State, Federal) sectors.

**Examples of qualifying experience include, but are not limited to:**

- Experience in evaluating and resolving damages caused by wildlife.
- Experience with wildlife damage management techniques to carry out a full range of common technical duties such as: exclusion, trapping, snaring, non-lethal harassment, lethal control, pesticide application, and chemical immobilization.
- Experience in the safe and effective use of a variety of firearms to remove damaging wildlife when necessary.
- Experience in the identification of North American wildlife species and their behavior and habitats, especially those that may become a threat to economic interests, public health, or human safety.
- Experience with effectively communicating in both spoken and written formats to report program goals, needs, and accomplishments to both internal and external stakeholders.
- Experience maintaining contacts and developing new working relationships with various parties, including but not limited businesses, land owners, state and other federal agencies.

**EDUCATION SUBSTITUTION AT THE GS-7 GRADE LEVEL:**

GS-7: One year of graduate–level education with at least 18 credits in wildlife.

**OR**

**COMBINATION OF EDUCATION AND EXPERIENCE AT THE GS-7 GRADE LEVEL:**

Equivalent combinations of successful completed education and experience may be used to meet the total qualification requirements. The total percentage must equal at least 100 percent to qualify.

**OTHER REQUIREMENTS:**

- Must obtain or have a valid New Jersey driver’s license. Operation of Government-owned or leased vehicles is required. Position is subject to random and applicant drug testing.
- Must obtain or have a valid New Jersey Commercial Pesticide Applicators license
- Must have a knowledge of and be capable of using:
  - Working with the public and other cooperating agencies
  - Communication skills

- Electronic equipment (GPS, Trimble, computer)
- 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).
- Must have the ability to operate small boats, kayaks, and canoes in lakes and rivers, as well as, the ability to swim.
- The incumbent will be required to work in office and in outdoor conditions. Temperature, weather and noise extremes will be encountered in the performance of the outdoor work. The terrain may be uneven, rocky, or in vegetation. There may be exposure to extremes of weather and temperature.
- The incumbent is expected to conduct duties in a safe and orderly manner, so as not to endanger self, fellow workers, or property within which entrusted.

**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.

Failure to follow application instructions regarding filing appropriate forms and answering questions may result in loss of employment considerations for this position. **All applications must be signed, dated, and received by the closing date of this announcement.**

**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.

**All candidates will be considered without regarding to race, creed, color, sex, age, national origin, political affiliation, or any other non-merit factor.**  
**Relocation costs will not be paid for this position.**

