



United States Department of the Interior  
National Park Service

**Temporary Recruitment Bulletin**

<b>Hiring Agency</b>	Department of the Interior, National Park Service	<b>Who May Apply</b>	U.S. citizens, nationals or those who owe allegiance to the U.S. with or without Federal status, may apply and be considered.
<b>Position Title</b>	Biologist	<b>Series/Grade</b>	GS-0401/09
<b>Open Period</b>	10/09/20 through 10/23/20	<b>Duty Locations</b>	Point Reyes Station, CA
<b>Salary</b>	\$30.92/hr	<b>Work Schedule</b>	Full-time

**For More Information:**

**Name:** Lorraine Parsons  
**Email address:** [Lorraine\\_Parsons@nps.gov](mailto:Lorraine_Parsons@nps.gov)  
**Phone#:** 415-464-5193 (this number is checked periodically, while in SIP)

**Duration of Appointment:** This is a temporary excepted service position not-to-exceed 1 year but may be extended up to 2 years.

**Travel Required:** No.

**Relocation:** No relocation expenses will be paid.

**Additional Bureau and Park Information:**

Learn more about what it's like to work at National Park Service, what the agency does, and about the types of careers this agency offers:

<https://www.nps.gov/aboutus/index.htm/>.

The park(s) for this job opportunity announcement are listed by location. For more information on the park(s) for this announcement, select the following link:

<https://www.nps.gov/pore/index.htm>

**Major Duties:**

The Vegetation Biologist reports directly to the Supervisory Vegetation Ecologist, performing the following major duties:

- Design and manage post-fire invasive plant and vegetation recovery monitoring and invasive plant removal program following the 2020 Woodward Fire in Point Reyes National Seashore. Prepare annual reports addressing work performed, vegetation recovery, treatment effectiveness, and project budgets.
- Assist with design of and manage terrestrial mitigation project, including placement of salvaged soils, invasives removal, and revegetation through installation of container plants and seeding, monitoring of revegetation success and post-project vegetation recovery, and preparation of annual reports addressing work performed and project budgets.
- Manage post-construction invasive plant monitoring and removal for the Federal Highways Administration Project in the Seashore, including monitoring success of revegetation of special status plant species and prepare annual reports addressing work performed and project budgets.
- Conduct and lead invasives removal efforts using a variety of removal methods, including manual removal, mechanical removal using potentially chainsaws, and herbicide. Maintain or hold Qualified Applicator Certificate (QAC) from California Department of Pesticide Regulation. Report herbicide use. Conduct revegetation including installation of container plants, salvaged plants, and divisions, as well as sowing of seeds.
- Prepare contract specifications and bid packages for various project components, including contracting for commercial crews to remove invasives or implement revegetation. Work with Contracting Division during bid process and following contract award. Supervise commercial contractor crews in the field. Undertake training to become Contracting Officer's Representative (COR).
- Manage hiring and supervise seasonal NPS crews to assist with plant surveys, monitoring, invasive plant removal, and potentially revegetation.
- Develop tracking systems for individual project budgets and manage budgets, working with Budget Division as necessary to keep budget accounting up-to-date and accurate.
- Conduct any environmental compliance needed to implement any of the above listed projects, including NEPA and regulatory permitting. Work with park staff through Project Review process to seek input into proposed actions and obtain necessary approvals.
- Write high-quality memoranda and reports detailing progress of actions taken and success of efforts to date on the above listed projects, included detailed budget accounting.
- Perform data collection, data entry, and spatial mapping and analysis using GIS (ArcGIS) and Global Positioning System (GPS) devices, including use of Trimble and mobile units running GIS software programs such as ArcCollector.
- Work collaboratively with other Divisions to accomplish project needs.
- Plan, coordinate and lead volunteer programs.
- Conduct field work in all types of weather, on steep slopes and with potential exposure to abundant poison oak, stinging nettle, ticks, and mosquitoes, as well as

involving strenuous physical activity such as hiking, carrying heavy objects, working in dense vegetation in steep backcountry areas, and possibly operating a chainsaw.

- Be able to quickly identify native and non-native plants through a strong, working knowledge of California flora with only minimal use of a taxonomic key.

### **Key Requirements:**

- U.S. Citizenship required
- Appointment subject to background investigation and favorable adjudication.
- Males must meet Selective Service Registration Act requirement.
- You will be required to participate in the Direct Deposit Electronics Funds Transfer Program.
- You may be required to wear a uniform and comply with the National Park Service uniform standards. A uniform allowance will be provided.
- You may be required to work on-call, evenings, weekends, holidays, overtime and/or shift work.
- Current driver's license.

### **Education:**

See the Qualifications section below.

To qualify based on education, you must submit a legible copy of transcripts from an [accredited institution](#) with your name, school name, credit hours, course level, major(s), and grade-point average or class ranking. Transcripts do not need to be official, but if you are selected for this position and you used your education to qualify, you must provide official transcripts before you begin work.

If you are using [education completed in foreign colleges or universities](#) to meet qualification requirements, you must show that your education credentials have been evaluated by a private organization that specializes in interpretation of foreign education programs and such education has been deemed equivalent to that gained in an accredited U.S. education program; or full credit has been given for the courses at a U.S. accredited college or university.

### **Evaluations:**

Applicants will not be rated or ranked. All applicants that meet the basic eligibility and minimum qualification requirements of the position will be referred to the selecting official in preference eligible order.

### **Qualifications:**

All qualifications must be met by the closing date of this announcement (unless otherwise stated in this bulletin).

Credit will be given for all appropriate qualifying experience. To receive credit for experience, your resume MUST clearly indicate the nature of the duties and responsibilities for each position, starting and ending dates of employment (month/year), and the resume must reflect full and/or part-time or total number of hours worked (i.e., work 40+ hours a week, rather than indicating full-time). If part-time, the hours must be annotated to be able to pro- rate the amount qualified specialized experience.

**FACTOR:** Ability to utilize the principles of ecology, vegetation management, and conservation biology to implement a robust vegetation management program.

A. Successful completion of a full four-year course of study in an accredited college or university leading to a bachelor's or higher degree with at least 24 semester/36 quarter hours in biological sciences, agriculture, natural resource management, chemistry, or related disciplines appropriate to the position being filled (i.e. restoration ecology, plant ecology, conservation biology, botany, wildlife management, wildlife ecology, freshwater or wetland ecology, hydrology or geology).

Or

B. Combination of education and experience – courses equivalent to a major as shown in A above, plus appropriate experience or additional education. The quality of the combination of education and experience must be sufficient to demonstrate that the applicant possesses the knowledge, skills, and abilities required to perform work in the occupation, and is comparable to that normally acquired through the successful completion of a full 4-year course of study with a major in the appropriate field. In addition to courses in the major and related fields, a typical college degree would have included courses that involved analysis, writing, critical thinking, research, etc. These courses would have provided an applicant with skills and abilities sufficient to perform progressively more responsible work in the occupation. Therefore, creditable experience must demonstrate similarly appropriate skills or abilities needed to perform the work of the occupation.

**In addition to meeting the above:**

A. 2 years of progressively higher level graduate education leading to a master's degree or master's or equivalent graduate degree

B. 1 year of specialized experience equivalent to at least the GS-7 level. Specialized experience for this position includes: vegetation management, invasive species management, vegetation monitoring, natural resource planning and NEPA work, working as a biologist, ecologist, or natural resource specialist in a National Park or other protected lands, and working in an interdivisional and/or inter-agency setting.

Qualifying experience may be obtained in the private or public sectors. The OPM Qualification Standards Handbook is available for review at: <http://www.opm.gov/qualifications>

## **Additional Bulletin Information:**

- **PHYSICAL DEMANDS:** Ability to conduct field work in challenging work environments and difficult terrain. Job will involve hiking over rough and heavily vegetated terrain, sitting or standing for long periods of time, and will require ability to lift moderately heavy equipment. Office work may entail extended sedentary periods working on a computer.
- This announcement may be used to fill additional positions if identical vacancies occur within 90 days of the issue date of the referral certificate.

## **Benefits:**

A career with the U.S. Government provides employees with a comprehensive benefits package. As a federal employee, you and your family will have access to a range of benefits that are designed to make your federal career very rewarding.

- Federal Employees Health Benefits
- Federal Long-Term Care Insurance
- Flexible Spending Accounts

Eligibility for benefits depends on the type of position you hold and whether your position is full-time, part-time, or intermittent. Contact the hiring agency for more information on the specific benefits offered.

## **Required Documents:**

The following documents are required and must be submitted by 11:59 PM (EST) on October 23, 2020

1. **Resume** which includes a list of all significant jobs held and duties performed, dates specified in month and year format, and the resume must reflect full and/or part-time or total number of hours worked (i.e., work 40+ hours a week, rather than indicating full-time). If part-time, the hours must be annotated to be able to pro-rate the amount of qualified specialized experience. If military or civilian, please include your rank and/or grade.
2. **Other Supporting Documents**, if applicable, such as:
  - **Veterans Preference Documentation:**
    - If you are a **Discharged, Non-Disabled Veteran**, you must submit a copy of your DD-214 showing character of discharge (Member 4 copy), or other Documentation of Service and Separation under Honorable Conditions, as listed on the [SF15](#). If you don't have your DD-214, you may request it after discharge from the [National Archives](#).
    - If you are a **veteran within 120 days of discharge**, you must submit signed documentation from the Armed Forces certifying: 1) your expected release/retirement from active duty, 2) under honorable conditions, 3) your

pay grade/rank/rate at time of discharge, 4) dates of active duty service, 5) any campaign or expeditionary medals received, & 6) dated within 120 days of your separation.

- If you are a **Disabled Veteran, Purple Heart Recipient, or [Mother or Spouse of a Disabled or Deceased Veteran](#)**, you must submit all additional proof required by the [SF15](#), and if applicable, a completed [SF15](#). You may request a copy of your Department of Veterans Affairs letter from [www.ebenefits.va.gov](http://www.ebenefits.va.gov) or call 1-800-827-1000 to establish proof of disability.
3. College transcripts must be submitted documenting satisfaction of educational requirements

**Do not submit photographs with your application package.** Documents with photographs may not be seen by hiring officials - you must remove your image from any badges, licenses, etc.

**Do not upload Adobe portfolio documents.** Adobe portfolio documents are not viewable by our agency's staffing offices.

### **How to Apply:**

To receive consideration, you must meet the minimum qualifications requirements for this position and submit the documentation specified in the Required Documents section via email [Lorraine\\_Parsons@nps.gov](mailto:Lorraine_Parsons@nps.gov). The complete application package must be submitted by 11:59 PM (EST) on October 23, 2020

- 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.
- 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.