Fish Biologist

- Open & closing dates
  10/06/2020 to 10/13/2020

- Service
  Competitive

- Pay scale & grade
  GS 7 - 9

- Salary
  $43,251 to $83,210 per year

- Appointment type
  Permanent

- Work schedule
  Full-Time

Help

Locations

Many vacancies in the following locations:

- Mountain Home, AR
- Anderson, CA
- Arcata, CA
• Red Bluff, CA

• Sacramento, CA

• Shasta, CA

• Gunnison, CO

• Niceville, FL

• Panama City, FL

• Welaka, FL

• Warm Springs, GA

• Coeur d'Alene, ID

• Orofino, ID
Natchitoches, LA

Tupelo, MS

Las Vegas, NV

Reno, NV

Burnet, TX

Lacey, WA

Leavenworth, WA

Vancouver, WA

Relocation expenses reimbursed
Yes Some locations may qualify for reimbursement of relocation expenses in accordance with agency policy. See link provided under "additional information" section.

Telework eligible
Yes as determined by agency policy

Career transition (CTAP, ICTAP, RPL)
Federal employees who meet the definition of a "surplus" or "displaced" employee.
<table>
<thead>
<tr>
<th>Category</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>Federal employees - Competitive service</td>
<td>Current or former competitive service federal employees.</td>
</tr>
<tr>
<td>Veterans</td>
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<tr>
<td>Land &amp; base management</td>
<td>Certain current or former term or temporary federal employees of a land or base management agency.</td>
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<tr>
<td>Individuals with disabilities</td>
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<tr>
<td>Military spouses</td>
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<tr>
<td>Peace Corps &amp; AmeriCorps Vista</td>
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<tr>
<td>Special authorities</td>
<td>Individuals eligible under a special authority not listed above, but defined in the federal hiring regulations.</td>
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</tbody>
</table>
Clarification from the agency

Federal Employee, Merit Promotion, Status candidate, Land Management, 30% disabled, Military Spouse, Peace Corps, AmeriCorps, Vista, VRA, VEOA, ICTAP, Schedule A, Individuals with disabilities, Former Overseas Employees

Apply
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Duties

Help

Summary

This vacancy announcement is part of the U.S. Fish and Wildlife Service Coordinated Hiring Initiative. Multiple positions will be filled.

You may apply for up to 5 duty stations.

Click HERE to see specific information about each location/position.

Learn more about this agency

Responsibilities
These are developmental positions designed to prepare employees for the full performance level work (GS-11). The primary purpose of these positions is to provide biological support on a variety of issues relating to restoration and conservation of fish and their habitats. Responsibilities may include:

- Provide biological support on a variety of issues relating to management of fish and aquatic species and conservation of aquatic habitats
- Prioritize species needing conservation attention
- Develop and implement regional plans for species conservation
- Provide biological assistance and support to partners in science-based planning
- Develop biological models to target and quantify habitat conservation needs for fish and aquatic species

**Travel Required**

Occasional travel - You may be expected to travel for this position. See link provided under "Additional Information" section.

**Supervisory status**

No

**Promotion Potential**

11

- **Job family (Series)**
  
  0482 Fish Biology

- **Requirements**

  [Help](#)

**Conditions of Employment**

- Must be a U.S. Citizen or National
- Males born after 12-31-59 must be registered for Selective Service
- Resume and supporting documents (See How To Apply)
- Suitability for employment, as determined by background investigation
- Official U.S. Fish and Wildlife Service uniform may be required
May be required to successfully complete a probationary period
LMWFA or Public Land Corps eligibles may apply

Qualifications

Only experience and education obtained by 10/13/2020 will be considered.

BASIC QUALIFICATION REQUIREMENT:
In order to meet the basic qualification requirement for the GS-0482 series as a Fish Biologist, your application materials must demonstrate that you meet either A or B below. You must submit copies of transcripts that reflect all of your coursework, grades, and hours earned semester and/or quarter, in order to receive consideration for this position.

A. Bachelor's or higher degree from an accredited college or university in biological science that included at least 6 semester hours in aquatic subjects such as limnology, ichthyology, fishery biology, aquatic botany, aquatic fauna, oceanography, fish culture, or related courses in the field of fishery biology; and at least 12 semester hours in the animal sciences in such subjects as general zoology, vertebrate zoology, comparative anatomy, physiology, entomology, parasitology, ecology, cellular biology, genetics, or research in these fields. Note: If courses in aquatic and the animal sciences are not clearly identified on transcript and knowledge of such subjects was obtained in other coursework, you must include a description of such courses, to include syllabus as provided in official college catalog.

B. Combination of education from an accredited college or university and experience--courses equivalent to a major in biological science (i.e., at least 30 semester hours), of which a minimum of 6 semester hours were in aquatic subjects and 12 semester hours were in the animal sciences, as shown in A above, plus appropriate experience or additional education. Note: If courses in aquatic and the animal sciences are not clearly identified on transcript and knowledge of such subjects was obtained in other coursework, you must include a description of such courses, to include syllabus as provided in official college catalog.

To be found qualified for the position at GS-7 grade level, your application materials must demonstrate either A, B, C, or D below, in addition to meeting one of the Basic Qualification Requirements listed above:

A. Completion of a 4-year course of study leading to a bachelor's degree in a field of study that demonstrates the competencies required by this position AND meet one of the Superior Academic Achievement Provisions. 1. Maintained a grade
point average of "B" (a GPA of 3.0 or higher) for all completed undergraduate courses, or those completed in the last two years of undergraduate study. - OR - 2. Maintained a grade-point average "B+" (a GPA of 3.5 or higher) for all courses in your major field of study, or those courses in your major completed in the last two years of undergraduate study. -OR- 3. Rank in the upper one-third of your class in the college, university, or major subdivision. -OR- 4. Am a member of a national honor (other than freshman honor societies) recognized by the Association of College Honor Societies. Please submit a college transcript(s) showing your grade point average for all four years of undergraduate study, including all transferred courses. NOTE: GPA's are rounded to one decimal place. For example, 2.95 will round to 3.0 and 2.94 will round to 2.9. If more than 10 percent of your undergraduate course work (credit hours) were taken on a pass/fail or similar basis, your claim must be based on class standing or membership in an honor society; OR

B. One full year (18 semester hours) of graduate level education in an accredited or pre-accredited college or university in biology or a closely related field which provided me with the knowledge, skills, and abilities to successfully complete the work of the position; OR

C. One year of specialized experience equivalent to the GS-05 grade level in the Federal service that demonstrates your ability to perform the following: assisting with biological initiatives related to the management of fish and aquatic resources; collecting data and biological information concerning fish populations or fish culture techniques; and assisting with the preparation and presentation of data relative to fishery resources; OR

D. A combination of education and experience as listed above.

To be found qualified for the position at GS-9 grade level, your application materials must demonstrate either A, B, or C below, in addition to meeting one of the Basic Qualification Requirements listed above:

A. One year of specialized experience equivalent to the GS-07 grade level in the Federal service that demonstrates your ability to perform the following: assisting with biological initiatives related to the management of fish and aquatic resources; assisting with conducting studies of factors affecting fish populations or hatchery practices; performing data analysis; and assisting with preparing and presenting scientific data relative to fishery resources; OR

B. A master's or equivalent graduate degree in an accredited or pre-accredited college or university; or 2 full years (36 semester hours) of progressively higher level graduate education leading to such a degree; or possession of a LL.B. or J.D
degree, if related. Graduate level education must demonstrate the competencies necessary to do the work of the position; OR

C. A combination of education and experience as listed above. Graduate level education beyond the 1st year only will be used to qualify in combination with experience.

Experience refers to paid and unpaid experience, including volunteer work done through National Service programs (e.g., Peace Corps, AmeriCorps) and other organizations (e.g., professional; philanthropic; religious; spiritual; community, student, social). Volunteer work helps build critical competencies, knowledge, and skills and can provide valuable training and experience that translates directly to paid employment. You will receive credit for all qualifying experience, including volunteer experience.

Promotion Potential: This position involves a multi-grade career ladder. The major duties listed represent the full performance level of GS-11. At lower grade levels, you will perform assignments of a more limited scope and with less independence. You will progressively acquire the background necessary to perform at the full performance level of GS-11. Promotion is at the discretion of the supervisor and is contingent upon satisfactory performance, availability of higher level work, and availability of funds. The selectee may be promoted without further competition when all regulatory, qualification, and performance requirements are met. Selection at a lower grade level does not guarantee promotion to the full performance level.

Education

PROOF OF EDUCATION: All applicants who are using education or a combination of education and experience to qualify must submit copies of official or unofficial transcripts which include grades, credit hours earned, major(s), grade point average or class ranking, institution name, and student name. If any required coursework is not easily recognizable on transcripts, or if you believe a portion of a particular course can be credited toward meeting an educational requirement, you must also provide a memorandum on letterhead from the institution’s registrar, dean, or other appropriate official stating the percentage of the course that should be considered to meet the requirement and the equivalent number of units. Unofficial transcripts are acceptable; however, if you are selected for the position, you will be required to produce the original official transcripts.

PASS/FAIL COURSES: If more than 10 percent of your undergraduate course work (credit hours) were taken on a pass/fail basis, your claim of superior academic achievement must be based upon class standing or membership in an
GRADUATE EDUCATION: One academic year of graduate education is considered to be the number of credits hours your graduate school has determined to represent one academic year of full-time study. Such study may have been performed on a full-time or part-time basis. If you cannot obtain your graduate school's definition of one year of graduate study, 18 semester hours (or 27 quarter hours) should be considered as satisfying the requirement for one year of full-time graduate study.

FOREIGN EDUCATION: If you are using education completed in foreign colleges or universities to meet the qualification requirements, you must show the education credentials have been evaluated by a private organization that specializes in interpretation of foreign education. For further information, visit: http://www.ed.gov/about/offices/list/ous/international/usnei/us/edlite-visitus-forrecog.html

The Land Management Workforce Flexibility Act (LMWFA), P.L. 114-47, allows certain individuals who currently or formerly were under time-limited competitive appointments at certain land management agencies to compete under merit promotion procedures: Current appointees: Note: You must submit ALL SF-50s and performance information for each period of temporary/term employment that qualifies for LMWFA. · Must have been hired under competitive examining procedures to a time limited appointment with a land management agency. · Must have served under 1 or more time limited appointments by a land management agency for a period totaling more than 24 months without a break in service of 2 or more years; AND · Must have performed at an acceptable level. Former appointees: · Must have been hired under competitive examining procedures to a time limited appointment with a land management agency. · Must have served under 1 or more time limited appointments by a land management agency for a period totaling more than 24 months without a break in service of 2 or more years; · Must apply for position within 2 years after separation. · Must have been separated for reasons other than misconduct or performance; AND · Must have performed at an acceptable level.

Public Land Corps (PLC) Hiring Authority: Note: You must provide a copy of the Certificate of Eligibility for Non-Compliance Hiring Based for Public Land Corps Service. (1) In order to be eligible for PLC non-competitive status, a former member of the PLC must provide documentation, as part of their application, verifying their eligibility and meet the following criteria: (a) Served as a qualified youth on an appropriate conservation project completing a minimum of 640 hours of satisfactory service that included at least 120 hours through the PLC; (b) Applied to a vacancy announcement for which applications are being
accepted from individuals with non-competitive status;(c) Meet the Office of Personnel Management (OPM) minimum qualification standards stated in the vacancy announcement for the position which you are applying; and(d) Completed his/her most recent Corps service, which provided him/her with a total of 640 hours, inclusive of 120 hours on a PLC project as defined in 16 USC 1723(d), within the last two (2) years.(2) Appointments must be effected within the two years requirement.(3) The two year time-frame cannot be extended.(4) Selectees will be subject to a probationary period.(5) This authority may be used for General Schedule and Federal Wage System positions.

Additional information

Click HERE to see specific information about each position/location.

Salary: The salary for each location may vary depending on locality. Locality tables may be found at: https://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2020/general-schedule/

To register or verify your registration go to the Selective Service System at https://www.sss.gov/

More than one position may be filled from this announcement.

This position may be suitable for telework & the selectee may be allowed to telework with supervisor approval. See link provided under "additional information" section to verify if telework is authorized for the location you are applying.

TRAVEL AND RELOCATION EXPENSES: Please click HERE to verify if reimbursement of relocation expenses are authorized for the location you are applying.

The following Conditions of Employment may or may not apply based on the position for which you are applying--see linked Additional Information document for all Conditions of Employment for specific locations:

- Driver License: You must possess and maintain a valid State driver's license at all times during your tenure.
- Uniform: Wearing the US Fish and Wildlife Service uniform in accordance to Service policy.
- Motorized Boat/Swift Water Rescue/Raft Guide Certifications: May be required to possess or maintain boating related certifications
Drug Test: Positions requiring motorboat operation will require drug testing

If you are unable to apply online or need to fax a document you do not have in electronic form, view the following link for information regarding an Alternate Application: https://help.usastaffing.gov/Apply/index.php?title=Alternate_Application_Information.

Read more

How You Will Be Evaluated

You will be evaluated for this job based on how well you meet the qualifications above.

Once the announcement has closed, a review of your resume and supporting documentation will be used to determine whether you meet the basic qualification requirements listed on this announcement. If you meet the basic qualifications your resume and supporting documentation will be compared against your responses to the assessment questionnaire to determine your level of experience. If, after reviewing your resume and/or supporting documentation, a determination is made that you have inflated your qualifications and/or experience which resulted in you being listed in the highest quality category, you may lose consideration, or be assigned to a lower quality category for this position. Please follow all instructions carefully when applying, errors or omissions may affect your eligibility.

Your qualifications will be evaluated on the following competencies (knowledge, skills, abilities and other characteristics):

- Ability to analyze, design, and conduct aquatic research, modeling, and monitoring projects to plan and conduct a wide variety of complex investigations including the design, collection, and analysis of biological data.

- Professional knowledge of the principles, concepts, and theories in fishery biology and a working familiarity with related disciplines to determine the effect of various fish culture techniques, land and water development projects, and fish health on the fishery resources of an area.

- Skill in applying biometric principles, theories, practices and concepts to develop statistically valid study proposals and evaluation of study results.
- Ability to communicate in writing to compose reports requiring a minimum of reviewing and editing.
- Ability to communicate orally to present data and its analyses.

If you are a veteran with preference eligibility and you are claiming 5-point veterans' preference, you must attach a copy of your DD-214 showing you were honorably discharged. If you are claiming 10-point veterans' preference, you must attach an SF-15, "Application for 10-Point Veterans' Preference" in addition to the proof required by that form.

**Read more**

**Background checks and security clearance**

**Security clearance**

**Not Required**

**Drug test required**

No

**Position sensitivity and risk**

**Non-sensitive (NS)/Low Risk**

**Trust determination process**

- Required Documents

**Help**

To apply for this position, you must submit a complete Application Package which includes:

1. **Resume or Application.** At a minimum, **your resume MUST contain** job title (include job series and grade, if federal), duties, starting and ending dates (month and year), hours worked per week, and salary. USAJOBS has a template to ensure a complete resume. https://www.youtube.com/watch?v=8YX7o1PBoFk

2. Other **supporting documents:****
   - Cover Letter, optional
- Official or unofficial College Transcript(s), if the position has education requirements, or if you are using your education to qualify. **Education must be accredited by an accrediting institution recognized by the U.S. Department of Education.** A copy of your official transcripts will be required if you are selected. If you are using education completed in foreign colleges or universities to meet the qualification requirements, you must show the 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. For further information, visit: [http://www.ed.gov/about/offices/list/ous/international/usnei/us/edlite-visitus-forrecog.html](http://www.ed.gov/about/offices/list/ous/international/usnei/us/edlite-visitus-forrecog.html)

- SF-50: **(non-award)**, or equivalent Notification of Personnel Action if you are a current or former Federal employee. Your SF-50 (non-award) must show tenure code 1 or 2 in block 24, and position occupied code 1 (competitive service) in block 34. If you have previously held a higher grade than the grade/position you currently occupy, you must submit a copy of the last non-award SF-50 you received for that position. **Note:** Federal employee who has reinstatement eligibility please review the How to Apply for Reinstatement page for all required documents.

**Note:** You must submit ALL SF-50s and performance information for each period of temporary/term employment if you are requesting to be considered Land Management Workforce Flexibility Act eligibility. For Public Land Corp eligibility, a copy of the Certificate of Eligibility for Non-Compliance Hiring Based for Public Land Corps Service is required for verification of eligibility.

- Veterans' Preference documentation, if applicable (e.g., DD-214 Member Copy 4 showing type of discharge/character of service, SF-15 Form and related documentation, VA letter, etc.)

- If applicable, documentation/proof that you are eligible Career Transition Assistance Program/Interagency Career Transition Assistance Program documentation, if applicable (e.g., Certification of Expected Separation, Reduction-In-Force Separation Notice, or Notice of Proposed Removal; SF-50 that documents the RIF separation action; and most recent performance appraisal.)

- Please submit a copy of your most recent, signed and completed annual performance appraisal which includes the final rating. If it is not dated within the last 18 months or if you have not received a performance
appraisal, please explain why in your application." Please include incentive awards with your application.

**Career Transition Assistance Program Plan (CTAP) or Interagency Career Transition Assistance Plan (ICTAP):** These programs apply to employees who have been or may be involuntarily separated (e.g. reduction in force, declining to relocate/transfer outside their local commuting area) from a Federal service position within the competitive service or Federal service employees whose positions have been deemed surplus or no longer needed. To receive selection priority for this position, you must: (1) meet ICTAP or CTAP eligibility criteria; (2) be rated well-qualified for the position with a score of 85 or above; and, (3) submit the appropriate documentation to support your ICTAP or CTAP eligibility (e.g., Certification of Expected Separation, Reduction-In-Force Separation Notice, or Notice of Proposed Removal or Removal Notice; SF-50 that documents the RIF separation action; or Removal and most recent performance appraisal.). For more information visit: [https://www.opm.gov/policy-data-oversight/workforce-restructuring/employee-guide-to-career-transition/](https://www.opm.gov/policy-data-oversight/workforce-restructuring/employee-guide-to-career-transition/)

If you are relying on your education to meet qualification requirements:

Education must be accredited by an accrediting institution recognized by the U.S. Department of Education in order for it to be credited towards qualifications. Therefore, provide only the attendance and/or degrees from schools accredited by accrediting institutions recognized by the U.S. Department of Education.

Failure to provide all of the required information as stated in this vacancy announcement may result in an ineligible rating or may affect the overall rating.

- **Benefits**

  **Help**

  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. [Learn more about federal benefits](https://www.opm.gov/)

  **Review our benefits**

  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.

- **How to Apply**
0. **Review the Appointment Eligibility Criteria:** The eligibility section of the application process is designed to allow you to choose how you wish to be considered for this vacancy announcement. You will **ONLY** be considered for the appointment eligibilities that you selected. You must provide proof of your eligibility as required by appointment eligibility to be considered.

1. **Resume or Application.** At a minimum, your resume **MUST contain** job title (include job series and grade, if federal), duties, starting and ending dates (month/day/year), hours worked per week, and salary. USAJOBS has a template to ensure a complete resume.

2. You must also complete the online application and assessment questionnaire and submit the documentation specified in the Required Documents section below.

**DEADLINE DATE:** A complete application package must be received by 11:59 PM (EST) on 10/13/2020 to receive consideration.

- To begin, click Apply to access the online application. You will need to be logged into your USAJOBS account to apply. If you do not have a USAJOBS account, you will need to create one before beginning the application.
- Follow the prompts to select your resume and/or other supporting documents to be included with your application package. You will have the opportunity to upload additional documents to include in your application before it is received. Your uploaded documents may take several hours to clear the virus scan process.
- After acknowledging you have reviewed your application package, complete the Include Personal Information section as you deem appropriate and click to continue with the application process.
- You will be taken to the online application which you must complete in order to apply for the position. Complete the online application, verify the required documentation is included with your application package, and submit the application.
- **You will be considered for all eligibilities for which you select "yes" and submit the required documents and supporting documentation (e.g. DD 214, Schedule A letter, etc.). The supporting documentation you submit will be used to determine your eligibility. Please review the list of documentation provided in the eligibilities language to ensure you provide the appropriate information.**
Please note, your eligibility will be based solely on the selections you have indicated "yes" in this section. You must provide the supporting documentation to support your claim to be considered. You may choose more than one eligibilities in this section.

To view the assessment questionnaire, click here: https://apply.usastaffing.gov/ViewQuestionnaire/10931435

Read more
Agency contact information

Human Resources Staffing Division

Email
fwshiring@fws.gov

Address
Division of Human Resources
5275 Leesburg Pike
Falls Church, VA 22041
US

Learn more about this agency

Next steps

To verify the status of your application, log into your USAJOBS account (https://my.usajobs.gov/Account/Login), all of your applications will appear on the Welcome screen. The Application Status will appear along with the date your application was last updated. For information on what each Application Status means, visit: https://www.usajobs.gov/Help/how-to/application/status/.

Once you submit all the required documents and the online application in USAJOBS, you will receive an acknowledgement email that your submission was successful. After the evaluation process is complete, you will be notified of your status and/or referral to the hiring official. If further evaluation or interviews are required, you will be contacted by the customer office.

You will be notified if this job is filled or canceled. Timelines for this process vary widely.
You may check the status of your application at any time by logging in to your USAJobs Account as we will not be responding to inquiries about the status of applications as long as the system has been updated.

https://www.usajobs.gov/GetJob/ViewDetails/580885800