

Forester (Direct Hire)

DEPARTMENT OF AGRICULTURE

Natural Resources Conservation Service

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- **Open & closing dates**
12/31/2020 to 07/15/2021
- **Service**
Competitive
- **Pay scale & grade**
GS 5 - 9
- **Salary**
\$34,916 to \$83,897 per year
- **Appointment type**
Permanent
- **Work schedule**
Full-Time

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Locations

4 vacancies in the following locations:

-

[Petaluma, CA](#)

•

[Durango, CO](#)

•

[Okanogan, WA](#)

•

[Casper, WY](#)

Relocation expenses reimbursed

No

Telework eligible

Yes as determined by agency policy

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This job is open to

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[Career transition \(CTAP, ICTAP, RPL\)](#)

[Federal employees who meet the definition of a "surplus" or "displaced" employee.](#)

•

[The public](#)

[U.S. citizens, nationals or those who owe allegiance to the U.S.](#)

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Announcement number
NRCS-21-10991596-DHA-CO-FL

Control number
588244700

- Duties

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Summary

This vacancy will be filled using the Office of Personnel Management's Direct-Hire Authority. Veterans' preference and traditional rating and ranking of applicants do not apply to positions filled under this announcement. For more information on OPM's authorization of Direct Hire Authority, please visit: [Direct Hire Authority \(opm.gov\)](#)

[Learn more about this agency](#)

Responsibilities

- Provides technical assistance to staff for conducting resource assessments and the development of conservation planning alternatives on woodlands, utilizing guidance in applicable NRCS handbooks and the NRCS Field Office Technical Guide (eFOTG).
- Monitors programs and policies of Federal and state agencies on forestland use and management, including applicable Federal, State, and local laws and regulations to inform supervisor of potential conflicts or opportunities for collaboration.

- Conducts resource inventories, obtains planning information, identifies conservation opportunities, and assists in developing conservation plans and contracts consistent with land use needs and NRCS policy.
- Utilizes NRCS computer tools such as ArcGIS, and Progress Reporting System to document plans and their implementation.
- Contacts natural resource agencies (State Department of Natural Resources, forestry contractors, consultants, conservation districts, etc.) to formulate conservation plans related to woodland planning and installation of forestry related practices.

Travel Required

Occasional travel - You may be expected to travel for this position.

Supervisory status

No

Promotion Potential

9

• Job family (Series)

[0460 Forestry](#)

Similar jobs

○ [Foresters](#)

- Requirements

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Conditions of Employment

- You must be a US Citizen or US National.
- Males born after 12/31/1959 must be Selective Service registered or exempt.
- Satisfactory Background investigation and/or fingerprint check.
- Successful completion of one-year probationary period.

- Direct Deposit: Per Public Law 104-134 all Federal employees are required to have federal payments made by direct deposit to their financial institution.
- Successfully pass the E-Verify employment verification check. To learn more about E-Verify, including your rights and responsibilities, visit <https://www.e-verify.gov/>.
- This position requires the incumbent to possess and maintain a valid state driver's license.

Qualifications

Basic Requirements :

Degree: Forestry; or a related subject-matter field that included a total of at least 30 semester hours in any combination of biological, physical, or mathematical sciences or engineering, of which at least 24 semester hours of course work were in forestry. The curriculum must have been sufficiently diversified to include courses in each of the following areas:

- **Management of Renewable Resources** -- study of the science and art of managing renewable resources to attain desired results. Examples of creditable courses in this area include silviculture, forest management operations, timber management, wildland fire science or fire management, utilization of forest resources, forest regulation, recreational land management, watershed management, and wildlife or range habitat management.
- **Forest Biology** -- study of the classification, distribution, characteristics, and identification of forest vegetation, and the interrelationships of living organisms to the forest environment. Examples of creditable courses in this area include dendrology, forest ecology, silvics, forest genetics, wood structure and properties, forest soils, forest entomology, and forest pathology.
- **Forest Resource Measurements and Inventory** -- sampling, inventory, measurement, and analysis techniques as applied to a variety of forest resources. Examples of creditable courses include forest biometrics, forest mensuration, forest valuation, statistical analysis of forest resource data, renewable natural resources inventories and analysis, and photogrammetry or remote sensing.

OR Combination of education and experience: courses equivalent to a major in

forestry, or at least 30 semester hours in any combination of biological, physical, or mathematical sciences or engineering, of which at least 24 semester hours were in forestry. The requirements for diversification of the 24 semester hours in forestry are the same as shown in A above, plus appropriate experience or additional education.

In addition to meeting the Basic Requirements above, applicants must meet the following Minimum Qualification requirement to be considered for the following grade levels:

For the GS-07 grade level:

- **Specialized Experience:** To qualify for the GS-07 grade level, you must possess at least one year of specialized experience equivalent to the GS-05 level or higher in the Federal service (or private sector equivalent).
 - *Examples of specialized experience include assisting with the development and implementation of forestry conservation plans.*
- **OR Superior academic achievement** in a bachelor's degree a curriculum directly related to the work of the position. To qualify for superior academic achievement, you must have ONE of the following: (1) standing in the upper third of your college class or major subdivision at the time you apply; (2) grade point average of B (3.0 on a 4.0 scale) or its equivalent for all courses completed, either (a) at the time of application or (b) during the last 2 years of your undergraduate curriculum; (3) B+ (3.5 on a 4.0 scale) or its equivalent for all courses completed in a related discipline, either (a) at the time of application or (b) during the last 2 years of your undergraduate curriculum; OR (4) election to membership in one of the national honorary scholastic societies that meets the requirements of the Association of College Honor Society;
- **OR Education Substitution:** (1) one year of graduate-level education in forestry or a directly related discipline;
- **OR** Possess a combination of graduate-level education and experience, as described above, may be used to qualify for this position. This combination must have equipped you with the necessary knowledge and/or experience to successfully perform the duties of this position. Combinations of experience and education must total at least 100% as outlined in OPM Qualifications policy.

For the GS-09 grade level

- **Specialized Experience:** To qualify for the GS-09 grade level, you must possess at least one year specialized experience equivalent to the GS-07 level or higher in the Federal service (or private sector equivalent). For this position, examples of specialized experience include: *planning and implementing forest land management actions on private lands; utilizing forest resources and environmental compliance in order to implement conservation plans and programs.*
- **OR Education Substitution:** 2 or more years of progressively higher level graduate education leading to a master's degree or equivalent graduate degree in forestry or a directly related discipline;
- **OR Combination of Education and Experience:** A combination of graduate-level education and experience, as described above, may be used to qualify for this position. This combination must have equipped you with the necessary knowledge and/or experience to successfully perform the duties of this position. Combinations of experience and education must total at least 100% as outlined in OPM Qualifications policy.

Experience Note: 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.

(NOTE: You must attach a copy of your transcripts. Failure to submit transcripts will result in an ineligible rating.)

Education

You must submit a copy of your transcripts to include course number, title, completion and grade. 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](#).

If a relevant course is not clearly qualifying (e.g. special topic, seminar, research, thesis, obscure or misleading course title, etc.), please submit an official course syllabi and/or detailed course description from the university/college for that particular course to ensure you are properly evaluated.

Please note that qualifications determinations are based solely on the information submitted for each particular vacancy announcement. Important: If you are using foreign education to meet qualification requirements, you must send a Certificate of Foreign Equivalency with your transcript in order to receive credit for that education. Click on this [link](#) for more information. Failure to provide all of the required documents/information as stated in this vacancy announcement may result in an ineligible rating or may affect the overall rating.

Additional information

- Locality Pay: may be found at <https://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/>.
- Career Transition Assistance Plan (CTAP), Reemployment Priority List (RPL), or Interagency Career Transition Assistance Plan (ICTAP): Visit the [OPM](#) website for information on how to apply as a CTAP, RPL, or ICTAP eligible. To exercise selection priority for this vacancy, CTAP/RPL/ICTAP candidates must meet the basic eligibility requirements and all selective factors. CTAP/ICTAP candidates must be rated and determined to be well qualified (or above) based on an evaluation of the competencies listed in the How You Will Be Evaluated section. When assessed through a score-based category rating method, CTAP/ICTAP applicants must receive a rating of at least 85 out of a possible 100.
- If you are selected for a position with further promotion potential, you will be placed under a career development plan, and may be non-competitively promoted if you successfully complete the requirements and if recommended by management. However, promotion is neither implied nor guaranteed.
- **PLEASE NOTE:** In the interest of filling these positions as efficiently as possible, we are requiring the following:
 - If called for an interview, applicants must be available to interview within 3 business days of being contacted.
 - If a tentative job offer is extended, selectee will have 2 business days in which to accept or decline.
- To be well-qualified, applicants must possess experience that exceeds the minimum qualifications of the position and must be proficient in most of the requirements of the job.
- Throughout the duration of this vacancy announcement, applications that are received will be referred to the selecting official every 30 days after the opening date. This announcement will close at the end of the open period or when a selection is made, whichever comes first.

- Selections made under this authority will be processed as new appointments to the civil service. Current civil service employees would therefore be given a new appointment to the civil service.
- Duty Location: Duty Locations will be discussed upon interview.
- THIS IS AN OPEN CONTINUOUS ANNOUNCEMENT. This type of announcement provides NRCS the with a readily available source of applicants when vacancies occur. Eligibility and qualifications will be verified when there is a vacancy for the location and grade for which you applied.
- This is a direct hire solicitation, open continuous announcement; This posting will close on July 15, 2021, or when all positions are filled. The first cut-off date is within 14 days of the open date of this public notice.
- Other certificates may be issued as needed.
- Relocation/Recruitment incentives may be authorized (*Tentative selectees will be asked to sign a mobility agreement prior to final selection.*)

[Read more](#)

How You Will Be Evaluated

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

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

This is a Direct-Hire Authority position, all applicants who meet the minimum qualifications, to include any selective placement factor(s), if applicable, will be referred to the selecting official. Before a certificate is issued to the selecting official, the resume is reviewed to ensure that you meet all the qualification requirements. A rating will not be used; veteran's preference does not apply due to the existence of the Direct Hire authority for this position.

Note: If, after reviewing your resume and/or supporting documentation, a determination is made that you have inflated your qualifications and or experience, you may be found ineligible. Please follow all instructions carefully. Errors or omissions may affect your rating. Providing inaccurate information on Federal documents could be grounds for non-selection or disciplinary action up to including removal from the Federal service.

Applicants must meet all qualifications and eligibility requirements by the closing date of the announcement including specialized experience and/or education, as defined above.

Clicking the link below will present a preview of the application form; i.e. the online questionnaire. The application form link below will only provide a preview and does not initiate the application process. To initiate the online application process, click the "Apply" button to the right.

To view the application form,
visit: <https://apply.usastaffing.gov/ViewQuestionnaire/10991596>

[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

[Credentialing, Suitability/Fitness](#)

- Required Documents

[Help](#)

The following documents are required for your applicant package to be complete. Our office cannot be responsible for incompatible software, your system failure, etc. Encrypted documents will not be accepted. Failure to submit required, legible documents may result in loss of consideration.

- **Resume** that includes: 1) personal information such as name, address, contact information; 2) education; 3) detailed work experience related to this position as described in the major duties including work schedule,

hours worked per week, dates of employment; title, series, grade (if applicable); 4) supervisor's phone number, e-mail address for each work period listed, and whether or not we may contact them for reference checks; and 5) other qualifications.

- You must submit a copy of your **college transcripts**. An unofficial copy is sufficient with the application if it includes your name and the necessary course information; however, if you are selected, you will be required to submit official transcripts prior to entering on duty. Education must have been successfully obtained from an accredited school, college or university. If any education was completed at a foreign institute, you must submit with your application evidence that the institute was appropriately accredited by an accrediting body recognized by the U.S. Department of Education as equivalent to U.S. education standards. There are private organizations that specialize in this evaluation and a fee is normally associated with this service. For a list of private organizations that evaluate education, visit the [NACES](#) website. All transcripts must be in English or include an English translation.
 - If you have not yet conferred your degree or certificate, but will within 120 days of the closing date of this announcement, a letter from the school documenting current standing, degree being obtained and expected graduation date must be submitted with your application.

You must submit the documents below if you claim any of the following:

- If claiming veteran's preference, you must submit a DD214, Certificate of Release from Active Duty, which shows dates of service and discharge under honorable conditions. If currently on active duty you must submit a certification of expected discharge or release from active duty service under honorable conditions not later than 120 days after the date the certification is submitted. Veteran's preference must be verified prior to appointment. Without this documentation, you will not receive veteran's preference and your application will be evaluated based on the material(s) submitted.
 - If claiming 10-point veteran's preference you must provide the DD214 or certification requirements (see above bullet), plus the proof of entitlement of this preference as listed on the SF-15 Application for 10-point Veterans' Preference. The SF-15 should be included but is not required. Failure to submit these documents could result in the determination that there is insufficient documentation to support your claim for 10-point preference. For more information on veterans' preference visit [FEDSHIREVETS](#) .
- 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.](#)

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

[Help](#)

Please read the entire announcement and all instructions before you begin. You must complete this application process and submit all required documents electronically by 11:59p.m. Eastern Time (ET) on the closing date of this announcement.

Applying online is highly encouraged. We are available to assist you during business hours (normally 8:00a.m. - 4:00p.m., Monday - Friday). If applying online poses a hardship, contact the Agency Contact listed below well before the closing date for an alternate method. All hardship application packages must be complete and submitted no later than noon ET on the closing date of the announcement in order to be entered into the system prior to its closing.

This agency provides reasonable accommodation to applicants with disabilities on a case-by-case basis. To request reasonable accommodations, please contact the Agency.

To begin, click "Apply Online" and follow the instructions to complete the Assessment Questionnaire and attach your resume and all required documents.

NOTE: If a document is resubmitted, it replaces the previous submission, which means the previous document is no longer available to the Human Resources Office. If you are adding to, rather than replacing a previous submission, you must upload both the old document and the new document. You must verify that uploaded documents from USAJOBS transfer into the Agency's staffing system as there is a limitation to the number of documents that can be transferred. However, once in the Agency's staffing system, you will have the opportunity to upload additional documents. Applicants may combine all like required documents (e.g. SF-50s or veteran docs) into one or more files and scan for uploading into the application. Each file must not exceed 3MB. Grouping like documents into files

will simplify the application process. Documents must be in one of the following formats: GIF, JPEG, JPG, PDF, PNG, RTF, or Word (DOC or DOCX). Uploaded documents may not require a password, digital signature, or other encryption to open.

[Read more](#)

Agency contact information