VACANCY ANNOUNCEMENT

OPEN DATE: August 11, 2021
CLOSING DATE: August 18, 2021
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: Full Time
ANNOUNCEMENT #: MOWS2021 011 08-21
SERIES/GRADE: GS-404-4/5/6
FULL PERFORMANCE LEVEL: GS-404-6
LOCATION: Ames, IA area
(Relocation expenses will not be paid)
SALARY: $31,520 to $51,103 per year

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 (include days/months/years worked, work schedule, and grade level if federal)
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 address listed here:

**CONTACT OFFICE:**

David Marks  
USDA/APHIS/Wildlife Services  
11213 Aurora Ave  
Urbandale, IA 50322  
david.r.marks@usda.gov  
515-414-3292

**DUTIES:**
Responsible for organizing and conducting 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 revise existing WDM programs in close consultation with higher-level management.

Uses WDM tools/devices which may include some or all of the following depending on need in assigned area: firearms; foothold, body-grip, cage traps; foot snares; neck snares; chemical control methods; pyrotechnics; noise cannons/exploders; drop nets; rocket/cannon nets; various other scaring devices.

Assists Wildlife Biologists by correctly identifying current, and forecasting future damage, problems and relating them to the damage-causing species.

Independently determines and selects the most effective means of control for individual situations.

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

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

Enters data into established WDM database/system of record. Uses data to prepare and submit routine reports regarding daily, weekly or monthly activities, observations, and events.

Assists in conducting demonstrations and training for others, including other cooperators or other interested groups, on WDM methods, procedures, and program objectives.

Complies with restrictions and mitigation measures established through consultation with relevant Federal and State agencies.

Carries out duties in accordance with program decisions made in compliance with the National Environmental Policy Act (NEPA) and Endangered Species Act (ESA) under guidance and oversight by supervisor.

Performs other duties, as required.
MINIMUM ELIGIBILITY REQUIREMENTS:
To qualify, applicants MUST meet all minimum qualification requirements, except Medical Requirements, by the closing date of the announcement.

QUALIFICATIONS REQUIRED:

For the GS-4 Grade Level:
Applicants must have 6 months of general experience and 6 months of specialized experience (equivalent to the GS-03 level) that may have been obtained in the private or public (local, county, state, Federal) sectors which demonstrates:

Identifying North American wildlife species.

Experience in the principles of wildlife ecology and management in support of a wildlife management program.

Experience in preparing baits and setting traps in accordance with standard procedures.

Experience keeping routine and basic records of daily activities and observations.

OR

Education Substitution at the GS-4 Grade Level:  Successful completion of 2 years of study that included at least 12 semester hours in any combination of courses such as biology, chemistry, statistics, entomology, animal husbandry, botany, physics, agriculture, or mathematics. At least 6 semester hours of courses must be in wildlife.

OR

Combination of Education and Experience at the GS-4 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.

For 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:

Experience in wildlife damage mitigation methods and techniques.

Experience using lethal and non-lethal animal control techniques.

Conducting basic computer operations for record keeping, data analysis, report writing and correspondence.

OR

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.
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.

**For the GS-6 Grade Level:**
Applicants must have one year of specialized experience (equivalent to the GS-5 level) that may have been obtained in the private or public (local, county, state, federal) sectors which demonstrates experience in:

- Dealing with human-wildlife conflicts and principles of wildlife damage management.
- Conducting wildlife damage assessments, counts and abundance surveys.
- The use of firearms, traps, snares, pesticides, immobilizing drugs, pyrotechnics, electronic harassment devices, and other non-lethal control tools.
- Creating/maintaining public contacts to formulate assistance strategies that incorporate technical assistance and operational control techniques.

OR
Successfully completed 1 year of graduate education (18 semester hours) in wildlife.

OR

**Combination of Education and Experience at the GS-6 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.

**HOW YOU WILL BE EVALUATED**

Applicants who meet basic minimum qualifications may be referred to the hiring manager for selection. Qualified candidates eligible for veterans’ preference will receive referral and selection priority over non-veterans.

**OTHER REQUIREMENTS: (if applicable to your position)**

- Must obtain or have a valid state driver’s license. Operation of Government-owned or leased vehicles is required. (if this applies)
- As a condition of employment, appropriate security clearance is required for this position.
- Position is subject to random and applicant drug testing.
- 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).

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.


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.

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.

Reasonable Accommodation Policy-

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.

A reasonable accommodation is any change in the workplace or the way things are customarily 
done that provides an equal employment opportunity to an individual with a disability. Under the
Rehabilitation Act of 1973 the Equal Employment Opportunity Commission (EEOC) must provide reasonable accommodations:

- An applicant with a disability needs an accommodation to have an equal opportunity to apply for a job.
- An employee with a disability needs an accommodation to perform the essential job duties or to gain access to the workplace.
- An employee with a disability needs an accommodation to receive equal access to benefits, such as details, training, and office-sponsored events.

Relocation costs will not be paid for this position.

More than one position may be selected from this announcement.

**Drug testing and fingerprint cards have been suspended until further notice due to the COVID-19 pandemic. In order to continue employment, selectees will still be required to successfully pass drug tests and submit fingerprint cards once these items are reinstated.**