



## VACANCY ANNOUNCEMENT

**OPEN DATE:** May 7, 2024

**CLOSING DATE:** May 21, 2024

**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-** variable (maxi-flex) including weekends, early mornings, and nights.

**ANNOUNCEMENT #:** VTWS24-03

**SERIES/GRADE:** GS-0404-04/05

**FULL PERFORMANCE LEVEL:** GS-5

**NUMBER OF POSITIONS:** 2

**LOCATION:** Coventry or Berlin, Vermont.  
(Relocation expenses will not be paid and housing will not be provided)

**SALARY:** **\$36,209 - 52,393 per year**  
**(depending on locality/experience)**

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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>.

### **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 announcement including
  - Work schedule including hours per week
  - Dates of employment;
  - Title, series, grade (if applicable)
- 4) All supervisors' phone numbers and if they may be contacted

United States  
Department of  
Agriculture

Animal and  
Plant Health Inspection  
Service

Wildlife Services

VT District Office

617 Comstock Rd.  
STE 9  
Berlin, VT 05602  
Ph: 802-223-8690

5) Other qualifications

- Transcripts (if qualifying on education, education must have been obtained from an accredited institution. Education completed in a foreign institution must include an evaluation by an organization that specializes in interpretation of foreign education programs that it was deemed equivalent to an accredited U.S. education program, see: [Foreign Education Evaluation](#). All transcripts must be in English or include an English translation.)
- DD-214 (Member 4 copy)
- VA letter required if claiming disabled Veteran's 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 will 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. Application materials sent by e-mail must be received by 4:00pm on closing date to be considered. Photographs of application materials are not allowed.

**CONTACT OFFICE:**

USDA-APHIS-Wildlife Services

ATTN: Fred Pogmore

617 Comstock Rd. Suite 9

Berlin, VT 05602

802-272-2821

[fred.e.pogmore@usda.gov](mailto:fred.e.pogmore@usda.gov)

**TYPE OF POSITION:**

The incumbents will serve as a Biological Science Technician for the USDA, Animal and Plant Health Inspection Service, Wildlife Services (WS) program in Vermont. The WS Program provides federal leadership in addressing wildlife damage problems to protect agriculture, property, natural resources and human health and safety. The incumbents will assist the District Supervisor, rabies Biologist and other field staff to perform a variety of tasks to help resolve wildlife conflicts, protect T&E species, assist with rabies management, provide technical assistance, mitigate bird damage at landfills and airports, and answer a toll-free Rabies Hotline. The incumbents will assist with data management, record keeping, data entry, field activities and other office duties.

The assignment involves working closely with private landholders, county, state, and federal officials in developing and conducting wildlife damage management activities. Effective communication skills with the public are required during daily work activities.

## **DUTIES:**

Responsible for conducting direct control operations planned and organized by others to reduce wildlife damage within a geographical area or technical/subject area of program involvement.

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.

Utilizes working knowledge of WDM methods and strategies to independently recommend appropriate WDM strategies which alleviate wildlife damage for cooperators and the general public through technical assistance.

May be required to use chemical immobilization and euthanasia drugs to capture and handle wildlife under the general guidance of a higher-graded or more experienced employee.

Assists Wildlife Biologists or higher-graded staff by correctly identifying common, current or recent damage problems and relating them to the damage-causing species.

Determines and selects the most effective means of control through consultation with supervisor or other higher-graded or more experienced employees.

Provides appropriate technical assistance recommendations on typical wildlife and WDM issues on a limited basis. Appropriate recommendations require a general knowledge of Federal, State and local wildlife and WDM specific regulations and policies.

May recommend and facilitate the submission and receipt of depredation permits for the general public through the appropriate U.S. Fish and Wildlife Service (FWS) Migratory Bird Office.

Maintains inventories and compiles reports of government-provided equipment and supplies including locations, acquisitions, returns, losses, and reason therefore.

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

Responsible for reporting accomplishments, problems encountered, work locations, etc. to supervisor.

Maintains records of chemical control use to comply with State and Federal regulatory requirements.

On a limited basis, may assist in conducting basic demonstrations and training for cooperators or other interested groups on WDM methods, procedures, and program objectives.

May assist in training others in certain aspects of the use of one or more WDM methods, under close supervision of a higher-graded employee or other recognized expert.

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.

Must be familiar with a limited range of various threatened and endangered species, and their habitats, that are or may be affected by program activities within area of jurisdiction.

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

Demonstrates a respect for safety in all operations, including the operation of motor vehicles, firearms, control devices and materials, and equipment.

Conducts all operations using approved safety procedures and in accordance with local, State and Federal laws and regulations, and USDA, APHIS, and WS policies.

Identifies safety-related opportunities and challenges and communicates them to the supervisor.

Supports the WS safety program and procedures through participation in meetings, inspections, and implementation of safety requirements and protocols.

Obtains and maintains pesticide applicator licenses, permits, or other similar authorizations as necessary.

May assist WS research efforts by participating in field tests of proposed damage control materials, devices or methods or providing biological or other specimens.

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.

## **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:**

- Must obtain or have a valid state driver's license. Operation of Government-owned or leased vehicles is required.
- Direct Deposit: Per Public Law 104-134 all Federal employees are required to have federal payments made by direct deposit to their financial institution.
- Occasional travel may be required.
- 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/>.
- 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.

See this link: <https://www.usajobs.gov/Help/working-in-government/fair-and-transparent/signature-false-statements/>

**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.**

Under the [Fair Chance Act](#), agencies are not allowed to request information about an applicant's criminal history until a conditional offer of employment has been made, except as allowed for access to classified information; assignment to national security duties or positions; acceptance or retention in the armed forces; or recruitment of a Federal law enforcement officer. An applicant may submit a complaint or any other information related to an organization's alleged noncompliance with the Fair Chance Act. The complaint must be submitted within 30 calendar days of the date of the alleged noncompliance. To make a Fair Chance Act inquiry or complaint, send an email with the appropriate information to [MRP.Fairchance@usda.gov](mailto:MRP.Fairchance@usda.gov) subject line: Fair Chance Act.