



VACANCY ANNOUNCEMENT

OPEN DATE: April 7, 2023

CLOSING DATE: April 14, 2023

POSITION TITLE: Wildlife Biologist (Airport)

TYPE OF POSITION: Term Appointment not to exceed 4 years.
Term Appointment with possibility for Benefits, Excepted Service not to exceed 4 years.

WORK SCHEDULE: Full-Time, Maxi-flex. Monday-Friday with occasional weekends, early mornings, and evenings with occasional night work.

ANNOUNCEMENT #: NM-2023-04

SERIES/GRADE: GS-0486-7/9

FULL PERFORMANCE LEVEL: GS-0486-9

NUMBER OF POSITIONS: 1

LOCATIONS: Sunport International/Double Eagle II Airports
Albuquerque, New Mexico

Travel, transportation, and relocation expenses will not be paid. Any travel, transportation, and relocation expense associated with reporting for duty to this position will be the responsibility of the selected employee.

SALARY: \$47,148.00 - \$74,970.00 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).
 - 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

United States
Department of
Agriculture

Animal and
Plant Health
Inspection
Service

Wildlife
Services

New Mexico Program

8441 Washington
Street NE
Albuquerque, NM
87113

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Employer

- Work schedule,
 - Hours worked per week,
 - Dates of employment,
 - Title, series, grade (if applicable)
- 4) All supervisors' phone numbers and if they may be contacted
- 5) Other qualifications, such as transcripts (if qualifying on education)
- Transcripts (if qualifying on education).
 - DD-214 (Member 4 copy), if applicable for Veteran's Preference.
 - 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 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:

**New Mexico Wildlife Services
8441 Washington St. NE
Albuquerque, NM 87113**

Lisa Selner, District Supervisor
Lisa.A.Selner@usda.gov
(505) 208-3003

Salary Information: First time hires to the Federal government normally start at the lowest rate of the salary range for the grade selected.

SUMMARY:

This position serves as a Wildlife Biologist within the USDA, APHIS, WS and performs assignments involving project and program delivery, management, and administration with minimal supervision. The work is primarily concerned with wildlife damage management operations relating to the assessment, reduction, and/or elimination of problems associated with wild and/or feral animal species in urban, suburban, and rural environments in an airport environment.

DUTIES:

- The duties described are for the full-performance level. At developmental grade levels, assignments will be of more limited scope, performed with less independence and limited complexity. The duties may include, but are not limited to:
- Conducts integrated wildlife damage management activities where needed to prevent or reduce losses to property, agriculture, and natural resources, or to protect human health and safety. Includes lethal and non-lethal techniques. Lethal methods could include shooting, trapping, toxicants, or euthanasia following live capture. Non-lethal methods may include

habitat alteration, habitat exclusion methods, chemical immobilization, repellents, fencing, barriers, netting, capture and relocation, and harassment or scaring devices.

- Monitors wildlife behavior and abundance and evaluates hazards posed by various species of wildlife on airports and surrounding properties.
- Performs a variety of technical procedures including capture, restraint, chemical immobilization, marking, transport, euthanasia, and/or necropsy of wildlife.
- Modifies or adapts established damage or disease control techniques as necessary to meet local conditions and environmental, economic, or political considerations.
- Monitors and ensures compliance with program directives, and local, State, and Federal laws and regulations in wildlife damage management activities. Assists airports with compliance with the Migratory Bird Treaty Act, Endangered Species Act, Federal Air Regulations and Department of Defense Regulations. Assists airports with obtaining migratory bird depredation permits and drafts documents required by NEPA, including categorical exclusions and environmental assessments.
- Conducts wildlife hazard site visits or prepare wildlife hazard assessments and wildlife hazard management plans as needed.
- Provides wildlife training for airport personnel or members of the military to meet FAA and DOD requirements.
- Become NMDA certified to apply restricted-use pesticides - Avicides/Rodenticides.
- Collect, identify, and document wildlife strikes in FAA wildlife strike database.
- Receives training for certification for firearms use (Rifle, Pistol, Shotgun), airport wildlife biologist and pesticide applicators license. Annual Firearms Refresher Training.
- Periodically reviews and updates WHMP.
- Develops and maintains categorical exclusions, environmental assessments, monitoring reports, and other documents required by NEPA.
- Gathers, compiles, evaluates, and presents data on damage or hazards caused by various wildlife species to cooperators, stakeholders, and colleagues through regular program reports and meetings.
- Establishes and maintains cooperative relationships with other Federal, State, county and city government agencies, Tribes, corporations, educational or research institutions.
- Communicates safe and effective damage management techniques through outreach and other channels to the general public.
- Assists in review of Projects and Developments on and/or near the airport and provides recommendations to mitigate potential wildlife hazards that may be present due to airport development projects.
- May be called on weekends and/or holidays to assist with major incidents or emergencies involving wildlife hazards.
- Compiles with and meets or exceeds standards of most current Advisory Circular 150/5200-36B, Qualifications for Wildlife Biologist.
- Spends 4 days per workweek at ABQ, 1 day per workweek at AEG.

The most effective means of preventing wildlife strikes is to keep birds and other wildlife out of the Aircraft Movement Areas of the airfield and out of the approach and departure corridors. This can be accomplished most effectively by using an integrated approach combining multiple techniques. There is no "silver bullet" to managing wildlife hazardous to aviation. Wildlife strikes probably will never be eliminated but the probability of a hazardous wildlife strike can be reduced.

Travel Required:

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

MINIMUM ELIGIBILITY REQUIREMENTS:

To qualify, applicants **MUST** meet all minimum qualification requirements, except Medical Requirements, by the closing date of the announcement.

BASIC REQUIREMENT:

Degree: biological science that includes:

At least 9 semester hours in such wildlife subjects as mammalogy, ornithology, animal ecology, wildlife management, or research courses in the field of wildlife biology; and

At least 12 semester hours in zoology in such subjects as general zoology, invertebrate zoology, vertebrate zoology, comparative anatomy, physiology, genetics, ecology, cellular biology, parasitology, entomology, or research courses in such subjects (Excess courses in wildlife biology may be used to meet the zoology requirements where appropriate.); and

At least 9 semester hours in botany or the related plant sciences.

OR

Combination of education and experience: equivalent to a major in biological science (i.e., at least 30 semester hours), with at least 9 semester hours in wildlife subjects, 12 semester hours in zoology, and 9 semester hours in botany or related plant science, as shown in A above, plus appropriate experience or additional education.

In addition to meeting the Basic Requirement you must also qualify:

FOR THE GS-07 LEVEL: Applicants must have one year of specialized experience equivalent to the GS-05 level that demonstrates:

- Dealing with human-wildlife conflicts, principles of wildlife damage management and airport wildlife hazard management.
- Selecting appropriate wildlife damage management strategies, techniques, and tools and apply them to specific situations.
- The Migratory Bird Treaty Act (MBTA), Endangered Species Act, National Environmental Policy Act, and Federal Air Regulations.
- Experience with the use of firearms, various capture devices, pesticides, immobilizing drugs, pyrotechnics, electronic harassment devices, and other non-lethal control tools.
- Using computers for word processing, spreadsheets, and database applications.

OR 1 year of graduate-level education (18 semester hours) in Wildlife Biology, Wildlife Ecology, Wildlife Management.

OR Superior Academic Achievement: To qualify based on superior academic achievement, you must have completed the requirements for a bachelor's degree from an accredited institution **AND** must meet certain GPA requirements. For more details click: [Superior Academic Achievement](#)

Equivalent combinations of education and experience are qualifying for this grade level.

FOR THE GS-09 LEVEL: Applicants must have one year of specialized experience (equivalent to the GS-07 level) that demonstrates:

All requirements of the GS-07 level and the following:

- Identifying wildlife species, abundance, behavior, and habitats by assessing the spatial and temporal patterns exhibited by a variety of avian and mammalian species so that best methods practices can be utilized.
- Interpreting and applying policies, regulations, laws, and ordinances that affect wildlife damage management operations and working within those guidelines.
- Using GPS, GIS technologies, and web-based systems for data entry and administrative processes.

OR

2 years of progressively higher-level graduate education leading to a master's degree *or* masters or equivalent graduate degree in Wildlife Biology, Wildlife Ecology, Wildlife Management.

Equivalent combinations of education and experience are qualifying for this grade level.

TRANSCRIPTS are required:

- This position requires specific coursework or a degree in a specific field to be basically qualified.
- You are qualifying for the position based on education.
- You are qualifying for this position based on a combination of experience and education.
- You are qualifying for this position based on Superior Academic Achievement. This education must have been successfully completed and obtained from an accredited school, college, or university.

COMBINATION OF EDUCATION & EXPERIENCE AT THE GS-7/9 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. To learn more about combining education and experience for this series, open the following: (<https://www.opm.gov/policy-data-oversight/classification-qualifications/general-schedule-qualification-policies/#url=e3>)

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.

OTHER REQUIREMENTS:

- Must obtain or have a valid U.S. 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.
- 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/>.
- 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).

- The work requires moderately strenuous physical exertion. Physical exertion includes lifting moderate weights, walking over wet, rough, uneven, muddy, or rocky surfaces, bending, crouching, and stooping, stretching or similar activities. This work does require average agility and dexterity. The job also requires a flexible schedule, working odd hours, possible weekend work, and must be conducted at the affected site.
- Work is performed primarily in an outdoor environment but does require minimal work in office locations. There is sporadic and irregular exposure to moderate risks and discomfort, such as adverse weather conditions, noisy environments, and extensive vehicle travel. The incumbent is expected to conduct all duties in a safe and orderly manner to prevent injury to self, fellow workers, cooperators, or property.
- The incumbent will be required to obtain certification as an Airport Wildlife Biologist.
- The incumbent will be required to successfully obtain and maintain all secure access credentials, vehicle operation certifications, and other certifications or trainings required by the agency and host entity for operations.

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/>

Failure to follow application instructions regarding filing appropriate forms and answering questions may result in loss of employment considerations for this position. **All applications must be signed, dated, and received by the closing date of this announcement.**

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 these 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.