



Job Title: Rangeland Management Specialist (Term) GS-0454-11

Department: Department Of The Interior

Agency: National Park Service

Job Announcement Number: PORE 11-11 DEU

SALARY RANGE: \$67,963.00 to \$67,963.00 / Per Year
OPEN PERIOD: Tuesday, November 22, 2011 to Tuesday, December 13, 2011
SERIES & GRADE: GS-0454-11
POSITION INFORMATION: Full Time - Term NTE 13 months
PROMOTION POTENTIAL:

11

DUTY LOCATIONS: 1 vacancy(s) - Marin County, CA United States

WHO MAY BE CONSIDERED: United States Citizens

JOB SUMMARY:

This position is located at Point Reyes National Seashore. Located approximately 40 miles north of San Francisco, this is considered a high cost of living area. For more information about Point Reyes National Seashore, visit our website at www.nps.gov/pore.

Experience your America and build a fulfilling career by joining the National Park Service. The National Park Service preserves unimpaired the natural and cultural resources and values of the national park system for the enjoyment, education, and inspiration of this and future generations. Become a part of our mission to unite our past, our cultures and our special places, to establish important connections to the present and build a rich and lasting legacy for future generations.

This is a term position, not-to-exceed 13 months, but which may be extended for up to four years depending on funding and work availability. Approximate start date is January 2012.

Government housing may be available based on a bid system.

For detailed/technical information regarding this position, please contact Dr. Natalie Gates, Chief of Natural Resources Management, at 415-464-5189.

WHO MAY BE CONSIDERED: Open to all qualified U.S. citizens. You do not have to be a current or former government employee to be considered for this position.

KEY REQUIREMENTS

- U.S. Citizenship Required
- Appointment subject to background investigation and favorable adjudication.
- Direct deposit of federal payment is required.
- Incumbent is required to wear National Park Service uniform.
- A valid state driver's license is required.

DUTIES:

Point Reyes National Seashore manages over 30,000 acres of agricultural lands within the 90,000 acre National Seashore boundaries. The Seashore is a refuge for 27 federally listed threatened and endangered species, and park staff manages a wide array of complex resource issues. The incumbent serves as the principal contact and technical advisor for all rangeland resources, including preparing, revising and implementing multi-use rangeland management plans. The incumbent is the liaison between park agricultural permittees, some of whose families have ranched on the Point Reyes peninsula for generations, and park staff for all matters relating to range management and rangeland resource stewardship. Additionally, the incumbent develops professional advice and recommendations for the Park Superintendent regarding the balance of natural and cultural resource issues pertaining to the 30 historic beef and dairy ranch properties located within Point Reyes National Seashore. The purpose of these contacts and recommendations is to ensure that the rangeland resources and multiple uses that occur on these lands are managed in a manner that is sustainable and consistent with park policies. The incumbent develops cooperative partnerships with livestock operators, park staff, representatives from

other agencies, resource conservation organizations and environmental groups, in order to resolve complex resource problems and maintain the viability of agriculture and enhance environmental quality on rangelands. The incumbent also maintains and protects natural and cultural resources within the context of rangeland management, including: addressing water quality issues (non-point source pollution and Total Maximum Daily Loads), Best Management Practices, threatened and endangered species, and historic and pre-historic sites.

Work will be performed both indoors and outdoors in all types of weather, and sometimes in extreme weather conditions. The position may require strenuous physical activity including extended periods of standing, walking and hiking (including over rough terrain and through fields and pastures), climbing, lifting, and carrying of heavy objects. Assignments may be performed under hazardous conditions and inclement weather, such as heavy rain, high winds, or flooding. Poison oak, stinging nettle, ticks, and mosquitoes may be present. Exposure to poison oak and ticks is likely, potentially including ticks capable of transmitting Lyme's disease. Incumbent should be comfortable working in close proximity to livestock. Documentary research and report writing is sedentary, which requires the ability to concentrate and write for long periods of time.

QUALIFICATIONS REQUIRED:

Rangeland Management Specialist, GS-0454-11

All qualifications must be met by the closing date of this announcement. Qualifying experience may be obtained in the public or private sectors.

Basic Qualification Requirements:

A four year degree in range management; or a related discipline that included at least 42 semester hours in a combination of the plant, animal, and soil sciences, and natural resources management, as follows: Rangeland Management -- At least 18 semester hours of course work in rangeland management, including courses in such areas as rangeland animal management, rangeland plant physiology, rangeland ecology, rangeland inventories and studies, rangeland improvements, rangeland measurements, and rangeland policy and planning. Directly Related Plant, Animal, and Soil Sciences -- At least 15 semester hours of directly related courses in the plant, animal, and soil sciences, including at least one course in each of these three scientific areas, i.e., plant, animal, and soil sciences. Courses in such areas as plant taxonomy, plant physiology, plant ecology, animal nutrition, livestock production, and soil morphology or soil classification are acceptable. Related Resource Management Studies -- At least 9 semester hours of course work in related resource management subjects, including courses in such areas as wildlife management, watershed management, natural resource or agricultural economics, forestry, agronomy, forages, and outdoor recreation management.

Additional Qualification Requirements for the GS-11 Grade Level:

In addition to meeting the basic education requirement described above, applicants must have specialized experience, directly related graduate level education, or a combination of the two.

A. Specialized Experience: Applicants must have at least one year of specialized experience equivalent to the GS-09 level in the Federal service. Specialized experience is experience that equipped the applicant with the particular knowledge, skills, and abilities to successfully perform the duties of the position. For this position, examples of specialized experience include but are not limited to: rangeland vegetation management, which includes the management of vegetation composition and productivity, revegetation, and the control of undesirable plants; rangeland animal management, which includes the management of domestic herbivores, including development of grazing systems, and practices for managing and controlling livestock on range; rangeland ecology, which includes the protection of natural vegetation, ecosystem restoration and rehabilitation, and research into ecosystem and landscape processes; rangeland policy and planning, which includes the development of rangeland and range management plans, and analysis and interpretation of laws and policies pertaining to rangeland and range management; rangeland measurements, which includes rangeland resource assessment and analysis of range conditions; an understanding of economics as it relates to sustainable rangeland productivity.

OR:

B. Education: Have completed at least three full years of progressively higher level graduate education leading to a Ph.D. or equivalent doctoral degree from an accredited educational institution in a directly related field.

OR:

C. Combination of Specialized Experience and Education: Have a combination of graduate education and specialized experience equivalent to a full year of specialized experience. Only education in excess of the first two years of graduate study may be combined in this manner. For example, 6 months of specialized experience at the GS-9 level could be combined with 45 semester hours or 68 quarter hours of graduate education (that is directly related to the work of this position) to meet this requirement.

IMPORTANT - PLEASE NOTE: You must submit a copy of your transcripts or a complete list of college courses taken that identifies for each course: the college or university, semester or quarter hours earned, grade received, and date completed. We cannot determine eligibility without this information.

Other Information:

1. Work schedule is full time, 40 hours per week.
2. You may be required to operate a government (or private) motor vehicle as part of your official duties. Prior to your first official motor vehicle operation, and again every year thereafter (or more frequently if management determines such need exists), you will be required to sign an affidavit certifying to your possession of a valid State issued drivers license that is current and has not been revoked, suspended, canceled, or otherwise disqualified in any way to prohibit your operation of a motor vehicle. You will also submit a photocopy of your valid State issued drivers license prior to your first official motor vehicle operation, and again every year or more frequently if management determines such need exists. Lastly, you may be required to submit (within a State sealed envelope or submitted directly by the State authorities), and at your own expense, all certified driving records from all States that discloses all valid drivers licenses, whether current or past, possessed by you.

Please indicate in your application whether you possess a valid State driver's license.

3. Travel, transportation, and relocation expenses **may be authorized** in accordance with Federal Travel Regulations and current National Park Service permanent change of station policy.
4. You must provide your Social Security Number.
5. If you are a male applicant who was born after 12/31/59 and are required to register under the Military Selective Service Act, the Defense Authorization Act of 1986 requires that you be registered or you are not eligible for appointment in this agency.
6. CTAP/ICTAP - Qualified individuals applying based on special priority consideration rights under Agency Career Transition Assistance Program (CTAP) or the Interagency Career Transition Assistance Program (ICTAP) must be well-qualified for the position to receive consideration for special priority selection. To be considered well-qualified for this purpose, you must clearly meet all qualification requirements specified for this position including any selective factors, and must also clearly meet the fully satisfactory or equivalent level for each of the rating factors (knowledges, skills, abilities, and competencies) required for this position as specified above.

Individuals claiming CTAP/ICTAP eligibility must submit proof that they meet the requirements of 5 CFR 330.605(a) for CTAP and 5 CFR 330.704 for ICTAP. This includes a copy of the agency notice, a copy of your most recent Performance Rating, and a copy of your most recent SF-50 noting current position, grade level, and duty location. Please annotate your application to reflect that you are applying as a CTAP or ICTAP eligible.

7. Veteran's Preference - If you are claiming Veteran's Preference, you MUST clearly identify your claim on your application and provide the specific required evidence in your application package. If you are claiming 10-point veteran's preference, in addition to your DD-214, "Certificate of Release of Discharge from Active Duty", you must also submit Standard Form 15 (SF-15) "Application for 10-point Veteran's

Preference" and the required documentation. Failure to submit appropriate supporting documentation will result in NOT granting Veteran's Preference. Additional veteran's information is found at <http://www.opm.gov/veterans/html/vetguide.asp>.

8. NOTE: Applicants must submit their application packages electronically or by fax. Applications/resumes and supporting documentation sent by mail (including email) WILL NOT BE ACCEPTED.

Applicants are advised that a variety of public facilities such as schools, public libraries, state employment offices and regional job centers provide access to computers at no charge. Help may also be available to targeted groups through a variety of public assistance agencies.

9. If you are a current career or career-conditional Federal employee or former Federal employee who has reinstatement eligibility, you must submit a copy of your SF-50 "Notification of Personnel Action" that reflects career or career-conditional tenure. You should also submit a copy of your most recent performance appraisal.

10. You will be required to serve a probationary period of 1 year.

HOW YOU WILL BE EVALUATED:

Your numeric rating is based on your responses to the Assessment Questionnaire. The Assessment Questionnaire is designed to measure your ability in the competencies listed below that are needed to successfully perform the job. **Please Note: All answers provided in the on-line process must be substantiated in your application package. Upon review, if it is determined that your work history and/or supporting documents do not support your answer choices, you may be rated ineligible, not qualified or your score may be modified. Please ensure that your work history provides enough detail to support your answers to the Assessment Questionnaire.**

The Assessment Questionnaire is based on the following competencies (knowledge, skills, abilities and other characteristics):

- Knowledge of Rangeland Management
- Knowledge of Ecological Restoration Principles and Processes
- Knowledge of Water Quality Monitoring Techniques
- Ability to Perform Fieldwork in Various Conditions
- Knowledge of Electronic Tools Used for Land Management
- Skill in Written and Oral Communication

To preview the Assessment Questionnaire click here: [View Occupational Questionnaire](#)

Only experience acquired by the closing filing deadline will be considered. You must include months, years, and hours per week worked to receive credit for your work experience. One year of specialized experience is equivalent to 12 months at 40 hours per week. Part-time hours are prorated. You will not receive any credit for experience that does not indicate exact hours per week or is listed as "varies".

Category Rating procedures will be used to rate and rank candidates. Based on pre-established criteria, applicants who meet the minimum qualifications will be placed in one of the following score groups: Best Qualified, Well Qualified or Qualified.

Category Group I (Best Qualified) - applicants possessing experience that substantially exceeds the minimum qualifications of the position including all selective factors, and who are highly proficient in all requirements of the job and can perform effectively in the position.

Category Group II (Well Qualified) - applicants possessing experience that exceeds the minimum qualifications of the position including all selective factors, and who are proficient in most of the requirements of the job.

Category Group III (Qualified) - applicants possessing experience that meets the minimum qualifications of the position including all selective factors, and who are proficient in some, but not all of the requirements of the job.

VETERANS PREFERENCE: Veterans Preference applies to category rating. For scientific and professional positions at the GS-9 grade level (or equivalent) or higher, qualified preference eligibles with a compensable service connected disability of 10% or more (CP and CPS) shall be listed at the top of their quality category. Any veteran may be selected from that group. Applicants referred are listed on the selection certificate alphabetically (veteran's preference eligibles before non-veterans) without scores.

Order of Consideration: Candidates who meet the minimum qualifications required by the position will be considered in the following order: (1) best qualified applicants entitled to veterans' preference and then all other best qualified non-veteran applicants, (2) well qualified applicants entitled to veterans' preference and then all other well qualified non-veteran applicants, and (3) qualified applicants entitled to veterans' preference and then all other qualified applicants.

BENEFITS:

The Federal Government offers a number of exceptional benefits to employees. Such as:

Flexible Spending Accounts - The Federal Flexible Spending Accounts Program (FSAFeds) allows you to pay for certain health and dependent care expenses with pre-tax dollars. For additional information visit: <https://www.fsafeds.com/fsafeds/index.asp>

Health Insurance - The Federal Employees Health Benefits Program offers over 100 optional plans. For additional information visit: <http://www.opm.gov/insure/health/index.asp>

Leave - Most Federal employees earn both annual and sick leave. For additional information visit: <http://www.opm.gov/oca/leave/index.asp>

Life Insurance - The Federal Employees' Group Life Insurance Program (FEGLI) offers: Basic Life Insurance plus three types of optional insurance. For additional information visit: <http://www.opm.gov/insure/life/index.asp>

Long Term Care Insurance - The Federal Long Term Care Insurance Program (FLTCIP) provides long term care insurance for Federal employees and their parents, parents-in-law, stepparents, spouses, and adult children. For additional information visit: <http://www.ltcfeds.com/>

Retirement Program - Almost all new employees are automatically covered by the Federal Employees Retirement System (FERS). FERS is a three-tiered retirement plan. The three tiers are: Social Security Benefits, Basic Benefit Plan, and the Thrift Savings Plan. For additional information visit: <http://www.opm.gov/retire/index.aspx>

This link provides an overview of the benefits currently offered to Federal employees <http://www.usajobs.gov/EI/benefits.asp>.

OTHER INFORMATION:

HOW TO APPLY:

To apply for this position, you must provide a complete application package, which includes the following parts:

1. Your responses to the Assessment Questionnaire,
2. Your resume or application form,
3. A copy of your transcripts,
4. Veteran's Documentation (including DD-214, SF-15, and supporting documentation), if claiming

veterans' preference, and

5. Any other supporting documents needed (such as an SF-50, etc.).

The complete application package must be submitted by 11:59 PM (EST) on Tuesday, December 13, 2011. We do not accept hard-copy or email application packages. You must apply online or via fax (see instructions below).

All resumes, Assessment Questionnaires, and other supporting documents must be submitted by 11:59 Eastern Time on Tuesday, December 13, 2011.

Applying Online:

To begin the application process on-line, click on the Apply Online Button to create an account or log in to your existing USAJobs account. Follow the prompts to complete the Assessment Questionnaire. You must provide responses to all required questions. Please be sure to click on the Submit My Answers button at the end of the process. To fax supporting documents you are unable to upload, complete this cover page, <http://staffing.opm.gov/pdf/usascover.pdf> using the Vacancy ID 559173. Fax your documents to 1-478-757-3144. If you submit more than one online Assessment Questionnaire for this position, the most recent one submitted is the one that will be used to determine your qualifications.

Applying via fax:

Click on [View Occupational Questionnaire](#) to view and print the Assessment Questionnaire. Print the 1203FX form found at http://www.opm.gov/forms/pdf_fill/opm1203fx.pdf to provide your response to the Assessment Questionnaire. Fax the completed 1203FX form along with your resume or application and any required documentation to 1-478-757-3144. The 1203 FX will serve as your cover sheet.

HOW TO VERIFY YOUR APPLICATION MATERIALS HAVE BEEN SUCCESSFULLY SUBMITTED:

1. Go to <https://applicationmanager.gov> and log in using your USASTaffing Application Manager User Name and Password.
2. Verify that your questionnaire, resume and supporting documents were submitted successfully by clicking on the appropriate vacancy id.
3. Verify that all of your documents were submitted by reviewing the table. If an item (Type of Document) on the table appears with a status of "OK", that item was successfully submitted.
4. Veterans Please Note: Submittal of Veteran's Documentation at time of application is required.

IF YOU NEED HELP WITH THE ONLINE APPLICATION PROCESS:

If you need help, or have problems using the online application process, send an email to applicationmanagerhelpdesk@opm.gov. Applications must be typed or printed clearly in dark ink. Additional information on how to apply for Federal jobs can be obtained from the Internet at www.usajobs.opm.gov, or by calling (478) 757-3000 or RDD (478) 744-2299. For additional information on this announcement, contact: Point Reyes National Seashore Human Resources Office at 415-464-5209.

Note: If you receive an email stating that there was a technical problem uploading your documents, you should fax the applicable documentation to OPM at 478-757-3144. Be sure to use the fax cover sheet that was linked in the vacancy announcement; include the appropriate Vacancy ID 559173 so that the fax is processed properly and promptly. For further questions regarding applying online or by fax, please contact OPM at ApplicationManagerHelpDesk@opm.gov.

REQUIRED DOCUMENTS:

1. Your responses to the Assessment Questionnaire,
2. Your resume or application form,
3. A copy of your transcripts,
4. Veteran's Documentation (including DD-214, SF-15, and supporting documentation), if claiming

veteran's preference, and

5. Any other supporting documents needed (SF-50, etc.).

AGENCY CONTACT INFO:

*Natalie Gates
Phone: (415)464-5189
TDD: (800)833-6384*

*Agency Information:
Point Reyes National Seashore
DO NOT SEND MAIL
TO THE PARK
Point Reyes Station, CA
94956*

WHAT TO EXPECT NEXT:

Once your complete application is received, we will verify your responses provided in the Assessment Questionnaire against the other supporting application materials you submit, and your final score will be assigned. Based on applicant scores, the best qualified candidates will be referred to the hiring manager for further consideration and possible interview. You will be notified when referral has been made and what the final outcome is. We expect to make a selection within 45 working days of the closing date of this announcement.

Control Number: 303647700

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