



**United States Department of the Interior
Bureau of Land Management**

Arizona State Office
One North Central Avenue
Phoenix, AZ 85004
www.az.blm.gov

Student Employment Opportunity

Accepting applications for Rangeland Management Specialist

October 22, 2009 – November 5, 2009

The **Bureau of Land Management** (BLM) is a federal land management agency in the U. S. Department of the Interior that manages about 260 million surface acres and 700 million sub-surface acres of America's public lands, located primarily in the 12 Western States. It is the mission of the BLM to sustain the health, diversity, and productivity of the public lands resources for the use and enjoyment of present and future generations. For information about the BLM, please visit www.blm.gov.

The BLM is seeking candidates (current students or recent graduates) who are good communicators (written, verbal), highly motivated, energetic, talented and qualified to fill one (1) **Rangeland Management Specialist** position vacancy at Colorado River District, Kingman Field Office by way of its **Federal Career Internship Program** (FCIP). For more information about the FCIP, please visit www.opm.gov/careerintern. The BLM will be accepting applications on from October 22, 2009 thru November 5, 2009. (see 'How to Apply' section).

BLM Federal Career Internship Program Position Vacancy

BLM State	Duty Location	Position Title	Series/Grade	No. of Positions
Arizona	Kingman	Rangeland Management Specialist	GS-0454-05/07/09/11	1 Position

About the Position

Because this position is a two-year internship, the incumbent work assignments will be designed to provide an orientation to the BLM and offer progressive on-the-job specialized work experience and training targeted to the full-performance duties of the Rangeland Management Specialist (RMS) listed below. At the end of the internship the incumbent will be on track to perform as a fully functional RMS at the appropriate grade level(s); and will be able to demonstrate understanding, progression and mastery of the positions required knowledge, skills, and abilities.

1. Serve as a rangeland resource technical specialist and advisor to management team, land users, and interested publics.
2. Plan, manage, produce, and implement the following kinds of products which will include and require serving as primary author of: allotment evaluations; technical recommendations; National Environmental Policy Act (NEPA) documentation such as environmental assessments;

and multiple-use or grazing decisions. Will require the collection, interpretation and analysis of scientific monitoring, inventory, and assessment data to determine the status (condition) of an allotment under review. Will require extensive communications (verbal, written) and contact with the affected interests to gather information, explain findings, and build consensus.

3. Process protests and appeals, prepare casework in preparation for hearings, and appear as an agency expert witness when necessary.
4. Participate as a leader and/or member of interdisciplinary teams charged with addressing particularly difficult agency resource issues.
5. Perform a wide variety of professional and administrative duties associated with the rangeland management program, such as use authorizations, detecting and resolving unauthorized use, range improvement planning, and more.

Basic Qualification Requirements and Basis for Rating

All applicants will be rated on the basis of academic success and/or any creditable and previous specialized work experience relevant to the **Rangeland Management Specialist** position. To qualify for a **Rangeland Management Specialist** position vacancy by way of the FCIP excepted service hiring authority, the information provided below will be used to consider, evaluate, and determine eligibility in accordance with the Office of Personnel Management Qualification Standards for the Occupational Series (0454) and the agency policies for the FCIP.

To qualify at the GS-05 (\$30,772 annually or \$14.74 hourly): Must meet the basic requirements provided below and be currently enrolled in or a recent graduate of a range management (or related science) degree program in an accredited college/university. If a current student, you must complete all degree program requirements by the end of the spring 2010 academic semester. If a current student enrolled in or a recent graduate of a related science degree, that academic discipline must have included 42.0 semester hours (63.0 quarter hours) in a combination of the plant, animal, and soil sciences, and natural resources management.

- ***Range Management*** – At least 18.0 semester hours (27.0 quarter hours) of course work in range management, including courses in such areas as basic principles of range management, range plants, range ecology, range inventories and studies, range improvements, and ranch or rangeland planning.
- ***Directly Related Plant, Animal, and Soil Science*** – At least 15.0 semester hours (22.5 quarter 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 9.0 semester hours (13.5 quarter 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.

To qualify at the GS-07 (\$38,117 annually or \$18.26 hourly): In addition to meeting the basic requirements provided above; must have specialized work experience (one-year equivalent to GS-05) and/or one-year (18.0 semester or 27.0 quarter hours) of graduate-level directly related education or superior academic achievement.

To qualify at the GS-09 (\$46,625 annually or \$22.34 hourly): In addition to meeting the basic requirements provided above; must have specialized work experience (one-year equivalent to GS-07)

and/or two-years (36.0 semester or 54.0 quarter hours) of graduate-level directly related education leading to a master's degree.

To qualify at the GS-11 level (\$56,411 annually or \$27.03 hourly): NOTE: Initial appointments under the FCIP Program are only authorized at the GS-5, 7 or 9 levels. However, candidates may be promoted to this level only after successful completion of the internship and merit system principles have been met, and a non-competitive conversion has been approved.

In addition to meeting the basic requirements provided above; must have specialized work experience (one-year equivalent to GS-09) **and/or** three-years (54.0 semester or 81.0 quarter hours) of graduate-level directly related education leading to a doctoral degree.

Combination of Education and Specialized Experience: Combinations of education and specialized work experience are qualifying for all grade levels. At least 42.0 semester hours (63.0 quarter hours) of course work in the combination of plant, animal, and soil sciences and natural resources management as identified above, plus appropriate specialized work experience or additional education may be creditable. For specialized work experience to be creditable, it must have equipped the applicant with the particular knowledge, skills, and abilities to perform successfully the major duties of the position, and that is in or related to the work of the position to be filled. For specialized work experience to be considered, detailed information about any previous experience directly related to the position and its major duties must be provided.

Conditions of Employment

- Must be a United States citizen and at least 18 years of age or older.
- **Male** applicants born after December 31, 1959, must certify that they have registered with the Selective Service System, or are exempt from having to do so under the Selective Service Law.
- All Federal employees are required by PL 104-134 to have federal payments made by Direct Deposit. Meaning all appointees must have a pre-established bank account to which all payroll checks may be deposited directly.
- Selectees of the position cannot hold an active real estate license, and cannot have an interest in Federal lands, or hold stock in firms that have an interest in Federal lands.
- Must successfully pass a criminal background investigation prior to confirmation of hiring.
- Selectees must enter into a program service agreement and training plan not to exceed two-years.
- Good writing and verbal communication skills with a diversity of people and groups.
- Technically sound computer skills and ability to learn new systems, applications, and equipment.
- Ability to read and interpret maps (land status and topographic).
- Work well independently and with a team both indoors and outdoors.
- Work well in a fast-paced and stressful environment.
- Follow written and verbal directions well.

Nature of Appointment

All appointments will be made under the provisions of the FCIP. Such appointments will be excepted service appointments that may not exceed two-years. At the end of the two-year internship, participants may be non-competitively converted in the competitive service to a career or career-conditional appointment.

Program Benefits

The incumbent of this position will be eligible for the following: earn annual and sick leave; earn holiday pay; eligible for enrollment in the federal health and life insurance and retirement programs. In addition, acquire valuable and professional work experience and training.

How to Apply

In order to be considered for a position, an applicant must submit the following:

1. **Personal Resume** or Official Form – 612, Optional Application for Federal Employment. If submitting a Personal Resume, it must be complete (refer to Official Form – 510, Applying For A Federal Job; <http://www.opm.gov/Forms/html/of.asp>). Your resume must include full name, social security number, valid and permanent mailing address, work and home phone numbers, cell phone (if applicable), e-mail address (if applicable), the dates (Mo/Day/Yr) of your work experience, training and education, etc. Your Social Security Number (SSN) is requested under the authority of Executive Order 9397 to uniquely identify your records from those of other applicants' who may have the same name. If you choose to complete the OF-612 form, you may download it from the **Office of Personnel Management website** at <http://www.opm.gov/Forms/html/of.asp>.
2. Copy of **most recent college transcript** that includes a cumulative academic grade point average, degree program, current courses (if applicable), and/or the posting of degree completed (if applicable). Be sure the transcript submitted is legible.
3. **Official Form - 306, Declaration for Federal Employment**. Be sure to complete the form accurately and sign. Form may be downloaded at the **Office of Personnel Management website** at <http://www.opm.gov/Forms/html/of.asp>.
4. **Form DI - 1935, Applicant Background Survey**. Optional form to be used for statistical purposes only and is not used in the evaluation process. Form may be located and downloaded at the following website: www.doi.gov/diversity/doc/di_1935.pdf.
5. **DD-214** for applicants claiming Veteran's Preference; and/or **SF-15** for applicants claiming Veteran's 10-Point Preference.

All applications will be accepted between October 22, 2009 and November 5, 2009.

Please send applications to BLM, Arizona State Office, Human Resources, One North Central Avenue Phoenix, AZ 85004, for qualification determination. If have any questions or need assistance, you may contact Kathleen Randolph at (602) 417-9277.

The Bureau of Land Management is an Equal Opportunity Employer.