

**Wildlife Biologist
GS-0486-11**

Introduction

The Wildlife Biologist is a highly skilled and experienced professional able to perform the full scope of wildlife management work, serves as a mentor to less experienced wildlife specialists, fully participates in the interdisciplinary approach to land management, significantly contributes to land management practices, and serves as advisor to land users and interested parties.

Major Duties

The incumbent serves as a field office expert in the T&E plant and animal program for Federal and State listed species. Coordinates T&E plant and animal habitat protection requirements with oil and gas, mineral, range, etc., developing plans and ensuring that proper consultation procedures have been followed and adequate mitigation stipulations are developed and enforced. Conducts surveys and inventories to compile occurrence, distribution, and ecological data for T&E plants and animals. Designs short and long term studies for T&E plants and animals to provide sound biological data for management decisions. Coordinates T&E program with the Fish and Wildlife Service and other interested parties. Reviews all T&E Recovery Plans and implements Recovery Plan guidelines to protect and enhance the species of concern.

Conducts inventories of vertebrate and non-vertebrate wildlife in terrestrial and aquatic habitats. Designs habitat studies to determine current condition and potentials for improvement. Particular emphasis will be on riparian and shinnery oak/bluestem habitats. Reviews and evaluates studies and monitoring data.

Serves as a team leader or member of an interdisciplinary (ID) team to solve complex and/or controversial resource related issues. Scopes issues, develops resource objectives, monitors programs, and evaluates data and final implementation.

Develops Habitat Management Plans (HMPs) and Cooperative Resource Management Plans (CRMPs) to achieve balanced ecosystem objectives. Oversees implementation of these plans and monitors their results. Refines and adjusts plans where necessary to improve the plans. Plans involve fragile riparian areas, T&E species, and politically sensitive species (i.e., antelope, prairie chicken, sand dune lizard).

Assists in development of Pre-Annual Work Plan for Wildlife and T&E programs. Monitors progress toward program accomplishment recommending mid-year adjustments as needed. Provides post fiscal year reports for wildlife and T&E programs.

Provides necessary wildlife, riparian, and T&E expertise for all land use planning efforts, RMP'S, EAs, and HIS's to ensure consideration and input of wildlife, riparian, and T&E concerns. Particular emphasis will be on assuring Rangeland Standards and Guidelines are met and implemented and wildlife and T&E stipulations identified in the Roswell RMP/RMPA are followed. Serves on special assignments, such as: wildlife specialist on the New Mexico

Rangeland Standards and Guidelines EIS Team and as a member of the Interstate Lesser Prairie Chicken Working Group.

Participates in wildlife, riparian, and T&E environmental education programs for the local school system.

Plans, coordinates, and supervises construction and maintenance of wildlife, riparian, and T&E projects including Sikes Act projects, etc. Monitors use and success of projects and adjusts them where necessary.

Provides expert advice and information on the wildlife, riparian, and T&E program to other employees and other agencies. Works closely with wildlife specialists and biologists of other State and Federal agencies.

Responsible for dissemination of wildlife related information to the general public through the local media (i.e., television, radio, and newspaper).

Develops and coordinates wildlife, riparian, and T&E plant and animal related research projects undertaken in the Roswell Field Office.

Serves as Sikes program lead for the Roswell Field Office. Submits projects, tracks expenditures, provides end-of-year reports to New Mexico Department of Game & Fish Sikes Act Coordinator and attends all Sikes Act related meetings.

Factor 1. Knowledge Required by Position

1. Federal and State Laws and regulations pertaining to the management of wildlife, riparian, and T&E resources.
2. Bureau policies, procedures, guidelines, and priorities pertaining to 1 above.
3. Ecological principles and community dynamics with heavy emphasis in extremes such as bare gypsum land, high saline river systems, and brush invaded grasslands.
4. Biological and physiological attributes and requirements of a wide range of wildlife and plant species, including Federal and State listed species.
5. Wildlife, plant, and habitat inventory, study methods, and theories including ability to perform habitat type and special habitat feature inventories, conduct species verification transects, and statistical analyses to evaluate inventory results.
6. Based on Taxonomic characteristics of plant identification, identify T&E species within the area based on characteristics which may be minutely discernable.
7. Other environmental disciplines including geology, hydrology, soils, etc., and how they relate to wildlife, plants and their communities.

8. Other Bureau programs such as oil and gas, realty, livestock grazing and mining and how they affect wildlife resources. Must be knowledgeable in tactics of conflict resolution and negotiation procedures.

Factor 2. Supervisory Controls

This position is supervised by the Assistant Field Manager for Resources. Overall goals and resources available are established by the supervisor. The incumbent works independently with occasional guidance from the Assistant Field Office Manager for Resources.

1. The incumbent, having developed expertise in wildlife management operations and programs, is responsible for independently planning and completing assignments, selecting appropriate techniques, and determining the approach to be taken. The incumbent is expected to resolve most problems as they arise and to coordinate the work with others in the same or other disciplines as necessary. The incumbent keeps the supervisor informed of progress, potentially controversial problems, concerns, issues, or other matters having far-reaching implications.
2. Completed work is reviewed by the supervisor for general adequacy in meeting program or project objectives, expected results, and compatibility with other work. Completed work is expected to fully meet professional standards. Little rework is required.

Factor 3. Guidelines

Guidelines include Federal laws and regulations, Bureau policy and procedure manuals, and instruction memoranda. However, these guidelines often have gaps in specificity or may not be completely applicable to the situation at hand. In such cases, the incumbent uses judgment to interpret, adapt, generalize, and sometimes extend guidelines for application to specific situations or problems. The incumbent determines when additional guidance is required to solve problems. Often additional guidance available from networking with other offices both in-state and out-of-state.

Factor 4. Complexity

Assignments involve the identification and evaluation of wildlife/T&E resources, the identification of potential adverse impacts to those resources, and the formulation and implementation of protective stipulations to lessen or alleviate those impacts within the parameters established by Federal laws and regulations, as well as Bureau policies and procedures.

This position is extremely complex due to the nature and variability of the wildlife and riparian habitats and T&E species in the area and from the high competition among various special interest groups for conflicting uses of public land in the Roswell area. It is also complex due to the extreme ecological conditions where standard techniques are not applicable. Because of the wide range of wildlife resources, riparian habitat and T&E species, and because of the large scale energy development program, as well as an intensive grazing program, the daily demands are high on the incumbent to help resolve conflicting, complex multiple resource uses.

Factor 5. Scope and Effect

The purpose of the work is to: (1) ensure the effective management and use allocation of the area's wildlife, riparian habitat, and T&E resources while providing for the effective use and

development of other essential public land resources; administering and supervising, or performing professional and specialized work in coordinated programs for multiple-use management of natural resources; providing direction and problem solving abilities to other programs in relation to the wildlife program. Typically, the work requires the employee to identify objectives and necessary management actions to meet those objectives. To attain objectives, management actions often involve devising plans and recommending procedures to manage riparian and upland habitats.

The problem solving abilities of the incumbent directly affect the operations of the oil and gas industry, local grazing allottees, wildlife interest and other special interest groups. The recommendations and decisions made by the incumbent have a significant bearing on the success of all the area's management programs. They greatly influence public attitudes toward the Bureau in a politically sensitive area where emotions often run high when issues associated with hunting access, antelope transplants, shinnery spraying, and T&E species are encountered.

Factor 6. Personal Contacts

In addition to contacts within the immediate office, contacts include specialists from higher level organizational units, resource specialists from other Federal agencies (e.g., Fish and Wildlife Service, Natural Resource Conservation Service, Forest Service), resource specialists from State and local governmental agencies, and affected interests (e.g., land owners, permittees, a diverse collection of environmental groups). The contacts are usually established on a routine basis, but the incumbent's authority may not be initially clear to the persons contacted.

Factor 7. Purpose of Contacts

Contacts are established and maintained primarily to contribute to the successful resolution of conflicts involving wildlife and T&E resources and to solicit information that will aid in the effective management of the area's wildlife and T&E resources. Contacts are also made with the public to disseminate information concerning the wildlife management program and its relationships to other area programs.

Factor 8. Physical Demands

A considerable amount of physical activity will be required of the incumbent while making on-the-ground examinations and inspections, including walking and climbing over rough terrain. The incumbent must also be capable of operating 2- and 4-wheel drive vehicles over rough terrain and ungraded surfaces. Field work will occasionally be performed under adverse weather conditions.

Factor 9. Work Environment

Work will be accomplished in a normal office setting, but will also include field work in rugged terrain with summer temperatures that can exceed 100 degrees and winter temperatures that drop well below freezing due to the wind chill factor.