

INTRODUCTION

The position is located in a Field Office and reports directly to the Field Manager although some work is accomplished for other field offices in the district. The incumbent develops the special status species (SSS) plant program and vegetation management as it relates to the weed management, hazardous fuels management, stream and mine restoration and special designation area (i.e. ACECs, RNAs) programs.

MAJOR DUTIES

1. Functions as a technical expert for the SSS plant and natural plant community programs ensuring compliance with policy and law. Communicates clear and concise interpretations of program policy and guidelines to assure inter-resource area understanding and uniform application of the Endangered Species Act and other pertinent federal laws and policies. Provides plant expertise in reviewing federal actions for ESA compliance. Responsible for writing Biological Assessments when a T&E plant species may be affected by a proposed action. Recommends alternatives to avoid or mitigate impacts of any proposals that may adversely affect SSS plants or natural plant communities. Responsible for preparing management plans, including identifying and evaluating potential botanical ACECs and RNAs. 35%

2. Provides input pertaining to vegetation management and plant ecology for the hazardous fuel management, weed management, transportation/access management and stream and mine restoration programs. This includes functioning both individually and as a member of inter-disciplinary teams in the implementation of projects such as: prescribed burns, mechanical vegetation treatments, weed spraying, biological plant agents, road obliteration, re-vegetation, and reseeded. Prepares and administers contracts supporting the implementation of vegetation supply and planting needs. Directs and participates in creating vegetation data for the GIS program including quality control and review of resource data. Develops vegetation plans for many types of stream restoration and mine site reclamation projects, particularly as they relate to, Abandoned Mined Lands and Natural Resource Damage Assessment programs. Conducts systematic research in re-vegetation techniques and adaptive growth strategies relative to harsh sites associated with contaminated soils. 35%

3. Conducts or directs SSS plant inventories and monitoring plans that support the resource area land use plans and subsequent activity planning, including recovery plans. Coordinates research projects involving the ecological relationships between plants and their environment, and structural and functional modifications resulting from changes in that environment. Although not serving as the weed coordinator, incumbent will collaborate with the coordinator in designing re-vegetation strategies. Develops and maintains computer databases for the storage of inventory and monitoring data and generation of reports according to required Bureau formats. Evaluates inventory and monitoring data to determine plant population trends and impacts, then formulates original strategies designed around recovery or mitigation. 20%

4. Develops training packages for, and provides training to District personnel involved in the botanical program to enable them to complete specific inventories, identify critical or crucial habitat, assess impacts, and design mitigation for project level work. Coordinates research proposals, projects and special funding request packages involving the botany program. Develops and maintains contacts with professional societies, universities, public groups and agencies to promote the botany program. Conducts environmental education outreach programs with interest groups and schools. Supervises temporary employees and volunteers as necessary.

10%

Performs other duties as assigned.

FACTORS

Factor 1 - Knowledge Required for the Position

- Professional knowledge of the theories, principles, techniques and terminology of plant taxonomy and the identification of plants, and the ability to apply this knowledge as necessary to manage the SSS plant and natural plant community programs. This includes a thorough knowledge of dichotomous keys and experience in plant herbaria working with vascular and non-vascular plants.
- Working knowledge in related fields, particularly plant ecology, plant genetics, soil science, hydrology, fire ecology, range management (specific weed management) and forestry, sufficient to develop management alternatives that provide solutions to complex problems and prevent adverse impacts to SSS plants and natural plant communities.
- Significant knowledge of the laws and regulations applicable to this program, particularly the Endangered Species Act, Federal Land Policy and Management Act and the National Environmental Policy Act. Must have a thorough knowledge of current Bureau manuals, policies and program developments.
- Must have the ability to write clear and concise reports, plan and organize field methodology, research current literature sources, and interpret analytical data. Must have the ability to development and apply new techniques, methodologies and strategies to solve difficult problems.
- Requires a good working knowledge of aerial photography, the global positioning system, use of several map formats (i.e. topographic, quadrangle, orthophoto, etc.), the effects of fire behavior and capabilities and functionality of various types of heavy equipment. Must be able to use both photos and maps to determine point locations, polygonal data and map ecological strata.
- Ability to operate a motor vehicle in a safe manner.

Factor 2 - Supervisory Controls

- The incumbent receives general supervise from the Field Manager who specifies the overall botany program objectives. Incumbent and supervisor develop individual projects to be done, their scope, deadlines and expected results. For specific projects may receive guidance from other Field Managers.
- Incumbent is expected to selects appropriate techniques, established methods and procedures for accomplishing assignments and coordination with other staff members as appropriate. For most assignments the employee is expected to determine the approach and methodology to be used. The employee is expected to handle routine and reoccurring problems and deviations in assignments in accordance with instructions, policies, regulations, and accepted botany principles. Informs supervisor through occasional discussions, of general plans and progress of the work. The supervisor approves plans which call for either a considerable amount of time investment or assignments which may conflict with a zone or state workload.
- Final products are considered technically accurate and will require review only in terms of policy and program direction.

Factor 3 - Guidelines

- Guidelines for this position are provided through federal laws and regulations and through policy and procedures expressed in Bureau manuals and instruction memoranda, text books, technical papers, and past practices.
- Because the guidance is not directly applicable to specific projects the incumbent must interpret, modify and adapt guidelines.

Factor 4 - Complexity

- The incumbent performs a variety of duties in providing staff advisory functions in support of various field office plans, projects and proposals that affect the botany program. These responsibilities include providing expertise in the field of botany and plant ecology for a variety of ecosystems, providing policy and federal regulation interpretation, providing technical advice on SSS plant management and ESA compliance. The incumbent will participate in resource area management planning; conduct inventories and monitoring studies; evaluate proposed federal actions; prepare and administer contracts; develop training packages and provide course instruction; and participate on task groups and ad hoc committees at the request of the supervisor, District Manager or State Office.
- Variable site specific conditions, incomplete information, and vary level of

funding must be considered in design of projects, program accomplishment and review of land use plans. The work may be carried out personally by the incumbent, or by a team of which the incumbent is the leader.

- In terms of complexity, problems are at times difficult to define and require creative approaches. Since these programs often involve controversy, and work is many times carried out with few guides, little direction and inadequate data, the incumbent makes individual analyses and interpretations to isolate issues so that conflicting technical viewpoints may be amenably reconciled.

Factor 5 - Scope and Effect

- Purpose of the position is address special status species plants and vegetation management issues as they relate to field office programs.
- Work by the incumbent has a significant effect on the listing of plant species as threatened or endangered by both federal and state laws and policies and the accomplishment of other field office programs.

Factor 6 - Personal Contacts

- Intra-agency contacts include managers and other personnel within the District and other Idaho BLM Field Offices. Inter-agency contacts include administrators, professional botanists and other resource specialists in the employ of federal, state, regional and local government agencies. Non-government contacts include individual citizens, citizen groups and committees, and special interest groups and organizations.

Factor 7 - Purpose of Contacts

- Contacts within the Bureau are usually for the purpose of information exchange, program development and issue resolution. Contacts with other federal, state, and local government agencies are to explain the SSS plant and natural plant community programs, seek cooperation, formulate working agreements, perform co-management project work, and to coordinate program activities. However, inter-agency contacts may also be necessary to explain Bureau actions, or to resolve differences or settle matters at issue.

Factor 8 - Physical Demands

- Work may be in an office or field setting, or at various public meetings. Field work requires the incumbent to be capable of operating both two- and four-wheel drive vehicles and be able to hike for extended periods over rough terrain.

Factor 9 - Work Environment

- Approximately 50% of the incumbent's time is spent in the field. Field work usually requires irregular hours in a wide variety of remote and rugged terrain where climatic conditions are variable and extreme. Incumbent will adhere to all safety rules and regulations as prescribed in manuals/supplements or by the designated Safety Officer.