

Rangeland Management Specialist, GS-0454-05

Position Number: A2008, FS0011

Introductory Statement: This position is located on a Forest Service unit. The incumbent serves as a basic trainee and receives orientation and on-the-job training in application of rangeland conservation and ecosystem management principles and theories.

Performs Trainee Work 100%

As a basic trainee, employee acquires knowledge, skills, and abilities in rangeland management required for the target position. Receives formal classroom and on-the-job training to augment professional academic preparation and secure a practical understanding of the duties and responsibilities of range management.

Receives training in the organization's operations, including pertinent laws and governing regulations, their application and enforcement; production practices employed in the industry; and the means for evaluating and securing compliance with legal requirements.

Accompanies experienced professionals under gradually lessening supervision in situations typical of the profession. Functions in situations where applicable laws are clear and well defined by precedent interpretation.

Develops and coordinates networks and contacts beneficial to the successful performance of his/her assignments. Interacts with colleagues and supervisors, demonstrating the ability to work cooperatively with other persons.

Work assignments provide the employee opportunities to improve communication skills. Reviews pertinent regulations and style manuals governing written communications in order to prepare written materials which effectively communicate the intended information. Materials are displayed in a logical and concise matter reflecting adequate research and analysis.

Assists in the preparation of, or prepares, presentations related to work assignments. The presentations are well researched and logically organized. Demonstrates the ability to communicate clearly when speaking by presenting facts, issues, and positions that convey the intended information with the appropriate diplomacy and emphasis.

Factor 1- 5 Knowledge Required by the Position

Knowledge of a basic foundation of the concepts and principles of the rangeland

management. This knowledge would typically be gained through a bachelor's degree program in rangeland management. Receives training in regulatory requirements for the agency and attends formal training sessions and studies agency manuals and guidelines to acclimatize formal education with the basic professional requirements of the position.

Factor 2- 1 Supervisory Controls

The supervisor makes specific assignments that are accompanied by clear, detailed, and specific instructions. Works as instructed and refers to the supervisor as needed on all matters not specifically covered in the original instructions or guidelines. The work is closely controlled, either through the structured nature of assignments or by circumstances in which it is performed. In some situations, the supervisor maintains control through review of the work for accuracy, adequacy, and adherence to instructions and established procedures.

Factor 3- 1 Guidelines

The trainee is provided specific, detailed guidelines such as facility or organization operating procedures and instructions, established methodology manuals, and instrument handbooks. The employee works in strict adherence to the guidelines and refers all deviations to the supervisor for authorization.

Factor 4- 2 Complexity

Assignments consist of specific, well defined tasks which typically are designed to orient the employee in the administrative policies and regulations, technical programs, organization operating procedures, and the specialty area with which the organization is concerned. The differences among assignments are easily recognized and are of a factual nature such as a specified analysis, test, or procedure to carry out. Typically, the work is routine and includes carrying out common qualitative and quantitative analyses; conducting routine tests; and/or preparing test samples, draft designs, or tentative professional opinion.

Factor 5- 1 Scope and Effect

The work involves the performance of a few specific, routine tasks or duties that are primarily designed to orient the professional in the methods, practices, and the specialty area of the organization. The work efforts facilitate the work of other professional personnel in the organization and have limited impact beyond the immediate organizational unit.

Factor 6- 1 Personal Contacts

Contacts are usually with individuals within the immediate work unit or setting, such as higher-grade employees in the organization.

Factor 7- 1 Purpose of Contacts

Contacts are for the purpose of exchanging factual and professional information.

Factor 8- 2 Physical Demands

The work requires some physical exertion such as long periods of walking, standing, crouching, or riding horses over rough, uneven, swampy, or rocky terrain.

Factor 9- 2 Work Environment

The work is performed outdoors and involves regular and recurring exposure to moderate risks such as travel in safety approved small air and water craft and off-highway vehicles; moderate discomforts such as exposure to wind and low or high temperatures; moderate exposure to environmental factors such as insects, poisonous plants, or irritating chemicals; or working in areas known to be frequented by hostile wildlife, e.g., poisonous snakes, wolves, bears. Special safety precautions are necessary, and protective clothing and equipment are required.

Rangeland Management Specialist, GS-0454-07

Position Number: A2009, FS0012

Introductory Statement: This position is located on a Forest Service unit. The incumbent serves as an advanced trainee in land management, rangeland conservation and ecosystem management planning processes and decision alternative development while performing productive work and developing skills and knowledges for a higher level position.

Performs Trainee Work 100%

As an advanced trainee, increases knowledge, skills, and abilities in the rangeland management. As part of planned career development, works with and assists senior members of the staff in the performance of assignments.

Receives advanced training through classroom and on-the-job instruction to provide a more thorough understanding of and exposure to laws and regulations, administrative policies, production/validation processes, and the various methods employed in design, evaluation, research, or other functions.

Independently carries out the more common professional assignments in which specific or related training has been provided. Typically, assignments are restricted to those situations where more simple and standardized practices and processes are used, and where the environment is known to be cooperative.

Functions in an assistant capacity, typically working with senior staff members, carrying out predetermined phases of the assignments designed to provide broad exposure to the work in the profession.

Increases networks and contacts beneficial to the successful performance of assignments. Conducts regular interactions with colleagues and supervisors in order to complete work assignments. Contacts extend beyond the immediate work area and the work requires effective coordination and solicitation of cooperative efforts from other administrative or support staff.

Interprets and applies pertinent regulations and style manuals governing written communications in order to prepare written materials which communicate the intended information. Researches and analyzes data, issues, and information that support project recommendations or the work assignments of higher-grade specialists. Prepares well-researched and logically organized presentations related to work assignments. Presents facts, issues, and positions that convey the intended information with the appropriate diplomacy and emphasis.

Factor 1- 6 Knowledge Required by the Position

The work requires a basic foundation of the concepts and principles and of the conventional methodology of rangeland management. This knowledge would typically be gained through a bachelor's degree program in range and additional experience/internship in the field. Additionally, a general familiarity with the agency's professional practices, policies, and procedures is required for the advanced trainee to perform assignments independently.

Factor 2- 2 Supervisory Controls

The supervisor provides continuing or individual assignments by indicating generally what is to be done, limitations, quality and quantity expected, deadlines, and priority of assignments. The supervisor provides additional, specific instructions for new, difficult, or unusual assignments including suggested work methods or advice on source material available. The trainee uses initiative in carrying out recurring assignments independently without specific instructions, but refers deviations, problems, and unfamiliar situations not covered by instructions to the supervisor for decision or help. The supervisor assures that finished work and methods used are technically accurate and in compliance with instructions or established procedures. However, review of the work increases if the employee has not previously performed similar assignments.

Factor 3- 2 Guidelines

Uses established guidelines in the form of standard instructions, literature, precedents, and practices concerned with the assigned function. Judgment is required in locating and selecting the most appropriate guidelines and references. This may include exercising discretion, i.e., in selecting among alternatives and making minor deviations occasionally to adapt guidelines to specific cases. Situations to which existing guidelines are inapplicable or those requiring significant deviations are referred to the supervisor.

Factor 4- 2 Complexity

Assignments consist of specific, well defined tasks which typically are designed to orient

the trainee in the administrative policies and regulations, technical programs, organization operating procedures, and the specialty area with which the organization is concerned. The differences among assignments are easily recognized and are of a factual nature such as a specified analysis, test, or procedure to carry out. Typically, the work is routine and includes carrying out common qualitative and quantitative analyses; conducting routine tests; and/or preparing test samples, draft designs, or tentative professional opinion.

Factor 5- 2 Scope and Effect

Work involves routine or well established procedures that comprise a complete segment of an assignment or project of broader scope. Work efforts affect the accuracy and reliability of the work being performed by other professionals.

Factor 6- 2 Personal Contacts

Contacts are with a number of individuals in the employee's organization or setting, but in different disciplines. Contacts might include inspectors, managers, and workers in adjacent organizations or other individuals concerned with the industry, science, or profession.

Factor 7- 1 Purpose of Contracts

Contacts are for the purpose of exchanging factual and professional information.

Factor 8- 2 Physical Demands

The work requires some physical exertion such as long periods of walking, standing, crouching, or riding horses over rough, uneven, swampy, or rocky terrain.

Factor 9- 2 Work Environment

The work is performed outdoors and involves regular and recurring exposure to moderate risks such as travel in safety approved small air and water craft and off-highway vehicles; moderate discomforts such as exposure to wind and low or high temperatures; moderate exposure to environmental factors such as insects, poisonous plants, or irritating chemicals; or working in areas known to be frequented by hostile wildlife, e.g., poisonous snakes, wolves, bears. Special safety precautions are necessary, and protective clothing and equipment are required.

Rangeland Management Specialist, GS-0454-09

Position Number: A2040, FS0021

Introductory Statement: This position is located on a Forest Service unit. Serves as a fully operating rangeland management specialist assisting in or independently administering an ecosystem based rangeland management program and related resource coordination.

Allotment Management Planning 30%

Prepares segments of conventional land use plans under multiple-use sustained yield

concepts, and/or assists in the development of activity plans including the need for range and watershed improvements. Prepares assigned portions of environmental assessments as a member of an interdisciplinary team. Makes recommendations for improved rangeland and livestock administration and provides input into the development of subsequent livestock management and planning decisions. Prepares allotment management plans, determining proper stocking, rotation schemes, and other appropriate range management applications. Locates, prescribes, designs, and implements rangeland improvement projects such as fences, pipelines, cattle guards, plant community changes, or prescribed burning. Prepares rangeland improvement maintenance schedules and keeps records of existing and proposed improvements and maintenance needs.

Range Analysis and Monitoring 30%

Exercises independent judgment to perform recurring, well defined, and moderately difficult land use or range improvement projects, such as planning and carrying out systematic ecosystem based rangeland surveys and inventories to identify and assess rangeland characteristics, amounts, types, values, and susceptibility of various land areas to specific land uses. Follows prescribed methods and guidelines, recognizing conditions and results that affect the findings. Individually, or as a team member, conducts long- and short-term studies of range conditions, trends, and utilization; precipitation; erosion control measures; and correlation of rangeland resources with other uses such as wildlife habitat and recreation. Gathers, monitors, analyzes, interprets, and evaluates data to determine if land management, economic, and social goals and objectives identified for the land involved are being met. Handles unexpected conditions arising in the normal course of the work.

Land Use Plan Implementation 20%

Using established agency protocol, reviews, analyzes, and recommends modifications of routine projects or portions of complex plans and/or programs developed by agency, state, local and/or tribal government entities to implement various provisions of federal, regional, and State standards. Makes recommendations and provides alternatives on the need, feasibility, design and layout of specific rangeland management practices. Assists ranchers, farmers, or Indian associations in the development of sound rangeland management plans for their land.

Ensures compliance with agreed-upon plans. Receives, reviews, and acts on all livestock grazing applications and processes grazing permit appeals. Assists in the administration of grazing permits by consulting, coordinating, and cooperating with permittees and other rangeland users. Determines rangeland readiness for various rangeland uses, inspects rangeland uses for compliance with permits, and monitors the results of the allowed rangeland uses.

Advice and Assistance 20%

Provides advice on conventional and routine rangeland management issues and projects. Maintains continuing liaison with landowners, affected groups, or tribal councils to advise on various activities affecting range use. Recommends rangeland improvements

for incorporation into range plans and range usage agreements. Makes recommendations and provides alternatives on the need, feasibility, design and layout of specific rangeland management practices. Provides information and guidance on the availability and eligibility of Federal cost share range improvement programs, assisting landowners with their applications, and following up to ensure compliance with cost share program requirements.

Factor 1- 6 Knowledge Required by the Position

Knowledge of established methods and techniques of rangeland management in order to perform recurring assignments of moderate difficulty.

Knowledge and understanding of agency, State, or tribal policies, procedures, statutes, and regulations affecting the conservation, protection, restoration, and management of the rangeland resource and its environment sufficiently to administer established rangeland resource programs.

Knowledge of contracting procedures and skill in oversight requirements sufficient to assist in the administration of contracts, cooperative agreements, and/or leases or permits related to rangeland resource activities is required.

Factor 2- 3 Supervisory Controls

The supervisor specifies the immediate objectives, scope of the assignment, and deadlines to be met. The supervisor also identifies limitations such as budgetary or policy constraints, and assists in unusual situations that lack clear precedents. Plans and carries out the assignment independently in accordance with proven rangeland management techniques, methods, practices, and previous experience. On assignments that involve, or may potentially involve, controversial use of approaches or modification of standard procedures, discusses the issues and possible approaches with the supervisor before carrying out the assignment. Completed work is reviewed for technical soundness and accomplishment of specified objectives. Although methods used are not usually reviewed in detail, controversial findings or recommendations are reviewed for impact on other organizational programs.

Factor 3- 3 Guidelines

A range of general guidelines is available such as Federal statutes and legislation, agency, and/or State policy statements, procedural handbooks, and manuals. These guidelines may have gaps in specificity or may not be completely applicable to the work situation. Since the available guidelines may not be completely applicable to the work situation, uses judgment in determining which alternatives should be used. Uses judgment in interpreting and adapting guidelines for application to specific situations or problems. In cases where guidelines lack specificity, makes generalizations from several guidelines in carrying out work efforts, analyzing results, and recommending changes. Determines when problems require additional guidance.

Factor 4- 3 Complexity

Assignments consist of various tasks or duties involving different and unrelated processes and methods. Assignments usually consist of a variety of traditional aspects or features such as analyzing a given rangeland resource to determine its current condition; drafting conventional management plans; determining compliance or noncompliance with terms and conditions in grazing permits or leases; and providing well-documented advice to landowners or tribal officials on specific rangeland issues.

The work is characterized by analyses and evaluations of environmental conditions, characteristics, and values, and the interrelationship of rangeland resources. Decisions regarding what needs to be done depend on the variables involved in each assignment (ecological status, vegetation types, conflicts with resource users, etc.), and the course of action is selected from many alternatives.

The problems encountered are such that assignments are carried out without substantial adaptation or modification of precedents. Actions taken require the employee to select and apply conventional approaches and precedent solutions according to specific conditions that exist in each assignment.

Factor 5- 3 Scope and Effect

The purpose of the work is to: (1) investigate and analyze conventional rangeland resource problems and/or environmental conditions to recommend or implement solutions that satisfy resource management objectives; or (2) ensure the effective development and utilization of a multiple-use rangeland resource area. The work requires the employee to identify conventional problems (e.g., riparian degradation, downward trends in ecological site condition, habitat conditions, or range improvement construction and maintenance) and to devise plans or recommend procedures to alleviate the problems. The work affects the efficient utilization, protection and development of the resources involved, and the social and/or economic well-being of users of the resources.

Factor 6- 2 Personal Contacts

The persons contacted are employees in the same agency but outside the immediate organization (e.g., rangeland management specialists from higher level organizational units), or, resource persons from State or local rangeland resource units, and the general public or users (e.g., livestock owners, private landowners). The contacts are usually established on a routine basis, but the specialist's authority may not be initially clear to the person contacted.

Factor 7- 2 Purpose of Contacts

The purpose is to plan, coordinate, or advise on work efforts and solve operating problems by influencing or motivating individuals or groups who are working toward mutual goals and who have basically cooperative attitudes.

Factor 8- 2 Physical Demands

The work requires some physical exertion such as long periods of walking, standing, crouching, or riding horses over rough, uneven, swampy, or rocky terrain.

Factor 9- 2 Work Environment

The work is performed outdoors and involves regular and recurring exposure to moderate risks such as travel in safety approved small air and water craft and off-highway vehicles; moderate discomforts such as exposure to wind and low or high temperatures; moderate exposure to environmental factors such as insects, poisonous plants, or irritating chemicals; or working in areas known to be frequented by hostile wildlife, e.g., poisonous snakes, wolves, bears. Special safety precautions are necessary, and protective clothing and equipment are required.