Vacancy Announcement
DEPARTMENT OF THE INTERIOR
United States Geological Survey

Vacancy Announcement Number: USGS-W-03-010

Opening Date: 11/27/2002
Closing Date: 01/03/2003

Position: Research Ecologist
          GS-0408-13/13

Include in IT Search? N

Work schedule: Full-time
Duration of appointment: Permanent

Salary: $59,409 per year - $77,229 per year

Promotion Potential: GS-15

Duty Location: Hawaii National Park, HI 1 vacancy

This is a Permanent Position.
This is a Full-time position.

This position is located in the Biological Resources Discipline
Who May Apply

All qualified U.S. citizens may apply for this position. No previous Federal employment is required.

Applications under both competitive examining and merit promotion procedures will be considered in filling this position.

If you wish to be considered under both merit promotion and competitive procedures, you must submit two applications in order to receive dual consideration.

Description of Position

The incumbent is a member of the Invasive Species Program and is responsible for research on the biology and ecology of small mammals (with focus on rodents and carnivores), the problems caused by their presence in Hawaiian and Pacific Island ecosystems, and the management of these species so as to minimize adverse impacts on native ecosystems and to prevent their spread to additional sites.

Duties include:

Developing hypotheses and experimental designs with respect to small mammal demography, movements, behavior, reproduction, and general ecology.

Generalizing from studies of the small mammal species to develop tools and procedures for managing ongoing and future or prospective invasions of non-native small mammal species, especially as they might affect native species of the Hawaiian Islands and other Pacific archipelagos at risk.

Coordinating especially with the Fish and Wildlife Service, National Park Service, Office of Insular Affairs, EPA, Departments of Agriculture and Defense, and with other federal and state cooperators, international organizations, and environmental groups interested in invasive vertebrate species.

Overseeing field crews to assure that experimental design and study plans are followed; overseeing data analysis; and preparing reports based on the data collected.

The incumbent may also administer contracts to universities, state and territorial governments, and others conducting research in support of island conservation needs and the needs of the Center.

Qualification Requirements
Applicants who meet the minimum qualifications will be rated and ranked on the knowledges, abilities, skills, and other characteristics (KASOCs) listed in this announcement, as documented in their application package.

In addition to meeting the minimum qualification requirements, applicants must meet all selective factors (mandatory KASOCs).

***BASIC EDUCATION REQUIREMENTS: GS-408*** Degree: biology, or a related field of science underlying ecological research that included at least 30 semester hours in basic and applied biological sciences. These hours must have included at least 9 semester hours in ecology, and 12 semester hours in physical and mathematical sciences.

In addition to the Basic Education Requirement, candidates must have at least 1 year of specialized experience at or equivalent to the next lower grade, that is in or related to the duties described above, and that has equipped the candidate with the particular knowledges, skills, and abilities to successfully perform the work.

This is a research position; the full performance level is dependent upon the scientific contributions of the incumbent as evaluated by a peer panel.

**Knowledges, Skills and Abilities (KSAs) Required**

1. Knowledge of biological and ecological principles, as they relate to human-aided colonization of island ecosystems, vertebrate pest management, population biology methodologies, and experimental design and statistics. (Selective Factor)

2. Knowledge of food resources, disease reservoirs and interaction, and reproductive capacity, and genetic and biological control methods, as they relate to small mammal management in island ecosystems. (Selective Factor)

3. Knowledge of GLP, EPA registration, and IACUC review. Describe how these are relevant to a program of small mammal management in Hawaii and the Pacific Islands. (Selective Factor)

4. Ability to publish results of research in refereed journals, present results at professional meetings, and provide reports to partner and client agencies.

5. Ability to lead and run projects of complex nature with groups of individuals with diverse scientific expertise. Please describe a project that you have led.
Appointment/Benefits/Travel/Relocation Information

THIS IS A PERMANENT POSITION

This is a Full-Time position.

In addition to the basic salary, there is a 16.5% Cost of Living Adjustment (COLA) for this position.

Travel of 4 nights per month may be required.

Conditions of Employment

Under Executive Order 11935, only United States citizens and nationals (residents of American Samoa and Swains Island) may compete for civil service jobs. Agencies are permitted to hire noncitizens only in very limited circumstances where there are no qualified citizens available for the position.

As a condition of employment, 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.

A background security investigation will be required for all new hires. Appointment will be subject to the applicant's successful completion of a background security investigation and favorable adjudication. Failure to successfully meet these requirements will be grounds for termination.

Before being hired, you will be required to sign and certify the accuracy of the information in your application, if you have not done this using an application form such as the OF-612.

If you make a false statement in any part of your application, you may not be hired, you may be fired after you begin work, or you may be subject to fine, imprisonment, or other disciplinary action.

Basis of Rating

Ratings will be based on an evaluation of your experience as it relates to the qualification requirements and on the knowledge, skills, and abilities (KSA's) listed. You should provide detailed evidence of the KSA's in your application in the form of clear, concise examples showing level of accomplishment and degree of responsibility. Qualified candidates will be assigned a score between 70 and 100, not including points that may be assigned for veterans preference.

To be considered well-qualified under the provisions of CTAP: SSP and ICTAP eligibles and former displaced DOI employees must meet the "GOOD" or
equivalent rating level on all KASOC's.

To be considered well-qualified under the provisions of CTAP: -- SSP eligibles and former displaced DOI employees who wish to be considered under competitive procedures must earn a minimum score of 85 (prior to the assignment of veteran's preference points). -- SSP eligibles and former displaced DOI employees who wish to be considered under merit promotion procedures must meet the "GOOD" or equivalent rating level on all KASOC's.

How To Apply for this USGS Vacancy Announcement

Applicants should obtain a copy of the "USGS Application Guidelines" for complete information on the application process and eligibility requirements. These guidelines are available in USGS personnel offices and the Internet (http://online.wr.usgs.gov/ohr/guidelns.html).

You may apply by submitting a Resume or an "Optional Application for Employment" (OF-612). Resumes must include the following information, in addition to specific information requested elsewhere in this announcement: announcement number, veterans preference, social security number and should include all experience, education, training, self-development, awards, commendations, outside activities and other information relevant to the vacancy.

In addition to the standard application materials please submit the DOI Applicant Background Survey (http://www.doi.gov/diversity/doc/di_1935_html.htm).

You can download a copy of the OF-612 (Optional Application for Federal Employment) at (http://www.usajobs.opm.gov/OF612.htm) & #10;Applications will be accepted by fax. The fax number for applications to this announcement is (650) 329-5497, and all faxed applications must be received by midnight of the closing date of the announcement. Application packages of more than ten pages should not be sent over fax. Like all other applications, you will be responsible for your application's successful conveyance.

In accordance with provisions of Public Law 105-85, The Defense Authorization Act of 1998, anyone who previously served on active duty during the Gulf War from August 2, 1990 through January 2, 1992, or in Bosnia during Operation Joint Endeavor (November 20, 1995 through December 20, 1996) and Operation Joint Guard (December 20, 1996 to be determined), may be entitled to Veteran's Preference. Please provide a copy of your
DD-214 or other proof of preference when you apply under this vacancy announcement.

Applications must be received in the Personnel Office by the closing date of the announcement to be considered.

Applications will be accepted from non-status applicants.

This agency provides reasonable accommodations to applicants with disabilities. If you need a reasonable accommodation for any part of the application and hiring process, please notify the agency. The decision on granting reasonable accommodation will be on a case-by-case basis.

Individuals who have special priority selection rights under the 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. CTAP and ICTAP eligibles will be considered well qualified by meeting the good level on all KASOCs or the minimum numerical score established (if applicable).

Federal employees seeking 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 their most recent Performance Rating and a copy of their 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.

Department of the Interior (DOI) Career Transition Assistance Plan (CTAP) procedures apply in filling this vacancy. 5 CFR 330, Career Transition Assistance for Surplus and Displaced Federal Employees requires the following order of selection for this position:

(a) At Bureau Option, Internal (within Interior) personnel actions not covered by SSP/CTAP (listed in 5 CFR 330.606(d) of the CTAP regulations).

(b) Internal selections from within a bureau and the same LCA after eligible SSP applicants from within that bureau and LCA have been given selection priority.
(c) Well-qualified DOI SSP candidates for any vacancy within the local commute area (LCA). A well-qualified SSP eligible must be selected unless that selection would cause another employee to be separated by RIF. Surplus and displaced employees may be selected without regard to tenure/subgroup order.

(d) At bureau option, Internal actions not subject to the RPL (for example, any competitive/noncompetitive action on a permanent DOI employee).

(e) Qualified RPL candidates in the local commuting area.

(f) At bureau discretion, any former displaced well-qualified DOI employee, including a well-qualified RPL candidate from outside the local commuting area who applies.

(g) Well-qualified displaced applicants from other Federal agencies (ICTAP applicants) in the local commuting area. To be considered as an ICTAP applicant, candidates must submit proof of eligibility at the time of application (e.g., copy of RIF separation notice, proposed removal for declining a directed reassignment outside of the LCA, or official personnel action or other official notification that made them eligible for ICTAP consideration.)

(h) Other outside applicants (other agencies, nonstatus, etc.)

**For More Information Contact:**

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**Miscellaneous Information**

Travel, transportation, and relocation expenses are authorized for this position and will be paid by the Federal Government.
Your social security number 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. As allowed by law or Presidential directive, your SSN is used to seek information about you from employers, schools, banks, and others who may know you. Failure to provide your SSN on your application materials will result in your application not being processed.

If claiming 5 points veterans' preference, a DD-214 must be submitted. If claiming 10 points veterans' preference, both a DD-214 and SF-15 must be submitted. Additional information on veterans' preference is available in the Vet's Guide that can be found at http://www.opm.gov/veterans/html/vetguide.htm.

We strongly encourage your completion and submission of Form-1935 with your application for employment. Your submission of this form is essential to determining the adequacy and effectiveness of our recruitment programs.

This position is being advertised concurrently as: USGS-W-03-006, Research Wildlife Biologist, GS-486-13 and USGS-W-03-010, Research Ecologist, GS-408-13.

There is one vacancy.

The USGS is an Equal Opportunity Employer. Recruitment methods and selection procedures will be based solely on merit after fair and open competition, and will be made without regard to political, religious, or labor organization affiliation or nonaffiliation, marital status, race, color, sex, national origin, non-disqualifying disability, sexual orientation, or age.