

Fish Biologist, GS-0482-11

Position Number: FS0047 A5012

Introductory Statement: This position is located on a Forest Service unit. This position will work in a team to accomplish field work, data management and analysis, report writing and administration of current oil and gas developments on the Forest.

Team Assignments 20%

As part of a team assignment, the incumbent provides expertise and assistance in fishery resource management. Work includes the analysis of data with recommendations on fishery resource problems. Assignments may include: assessment of impacts of projects or license applications on fishery resources; coordinating fishery resources; and/or, recommending practices and procedures affecting fishery management or habitat restoration efforts. Incumbent ensures compliance with fishery management plans; coordinates studies of fishery populations; and/or, prepares a variety of written reports, plans, and/or environmental assessments. Is called upon to provide advice and assistance to Federal, State, Tribal, and/or local agencies in a local or multi-state area.

Monitoring Program Activities 20%

Conducts fishery monitoring program activities for assigned projects. Provides reports as required. Provides assistance in preparing and reviewing environmental assessments and environmental impact statements affecting fishery resources. Provides aquatic ecosystem and fishery input during the planning phases of road construction projects, timber sales, micro-hydro projects, livestock grazing allotment management plans, etc., on the land. Participates in the formulation and evaluation of alternatives and in the development of final recommendations.

Provides advice and develops plans related to the protection and management of aquatic resources including fish passage, stream inventory, stream productivity, stream utilization, physical and biological characteristics, endangered or sensitive species, and habitat improvements or rehabilitation programs. Provides recommendations relating to fish habitat requirements and other management activities including streamside/riparian area and watershed protection.

Leads and participates in the design of fish habitat and population monitoring studies and strategies to collect new data required for ensuring habitat and population maintenance. Coordinates and works with staff and project biologists in monitoring fish habitat and fish populations. Serves as a lead on specific monitoring projects. Reviews data and results from ongoing fish habitat projects, population studies, and monitoring. Analyzes and interprets project and study data and results, and provides information for use in fish habitat management and project proposal reviews and decisions.

Program/Project Evaluation and Assistance 20%

Either individually or through participation on interdisciplinary teams, studies and plans proposed management activities, and coordinates and/or implements approved resource management plans. Reviews reports, plans, and projects regarding fisheries resource

management activities and prepares recommendations. Reviews environmental analysis reports to determine adequacy of coordination of fisheries needs. Analyzes and determines the effects of management activities on aquatic and riparian systems and prepares environmental assessment to document findings. Prepares biological evaluations for threatened, endangered or sensitive species.

Studies, Investigations or Surveys 20%

Plans and conducts studies/projects including cost/benefit analyses, methods to be used, timing, coordination with other organizations or agencies, follow-up investigations and evaluations. Recognizes problems that may develop and recommends preventative or mitigative actions. Develops detailed project documents as required. Prepares environmental assessments, biological evaluations and environmental impact statements. Prepares technical progress and final reports that present results of studies/projects or other activities.

Budgetary Functions 20%

Assists in the development of current and out-year work programs and associated budget proposals for the fishery program. Reports on program accomplishments for annual reports. Assists in developing and submits funding proposals for resource enhancement to private and governmental entities. May serve as COR for routine fishery studies and monitoring contracts.

OTHER SIGNIFICANT FACTS:

Bargaining Unit Status: Eligible.

Performs other duties as assigned.

Performs wildfire suppression support as directed within training and physical capabilities.

Factor 1- 7 Knowledge Required by the Position

Knowledge of fishery biology science applicable to a wide range of duties in an intensive fishery resource program or activity, and the skill to solve problems covering diverse fishery management situations and assignments.

Knowledge and skills sufficient to modify or adapt standard fishery management techniques and procedures, and to assess, select, and make use of precedents in devising strategies and plans to overcome significant natural resource problems.

Knowledge of the characteristics, conditions, and interrelationships of land management resources; the knowledge to independently evaluate, project, and/or prepare studies and reports on the complementary or competitive impact of the development, modification, or change in the use or output of fishery resources on the other natural resources.

Knowledge of applicable Federal and State laws and regulations, department policy, and agency and/or tribal policies and procedures governing the use of fishery resources. Familiarity with related disciplines such as entomology, hydrology, plant pathology, fishery biology, and forestry sufficient to use such knowledge in the design and execution or oversight of fishery resource programs.

Work requires administrative and coordinating skills to provide advisory, review, and training services to others engaged in the planning and management of Federal, State, or private fishery units. Skill in developing a variety of integrated annual work plans for complex projects which often extend over 3-6 years (including estimates of personnel, equipment, and materials), the detailed schedules necessary to carry out the plans. This includes the attendant skill to review and critique the operational implementation of the plans.

Factor 2- 4 Supervisory Controls

The supervisor outlines the overall objectives and resources available. As required, the supervisor and fishery biologist will confer on priorities within assigned area, and deadlines for the assignments which are usually affected by administrative or environmental factors, (e.g., short growing season, reduced budget, or necessity for preparation of an environmental impact statement and its attendant procedures).

Independently constructs an action plan, selecting techniques and establishing methods and procedures for completing the assignments. The fishery biologist is responsible for coordinating the work with specialists in other resources or disciplines (e.g., plant pathology) and resolving problems that occur directly with the interested parties.

From time-to-time, the fishery biologist meets with the supervisor to review overall progress, and to confer on problems that have arisen concerning the interpretation and application of agency and/or tribal policy to environmentally sensitive and controversial aquatic management areas. The completed work is reviewed for general adequacy in meeting program or project objectives or for compatibility with other projects.

Factor 3- 3 Guidelines

Guidelines include applicable laws and regulations, agency action plans for related programs or activities, manuals of standard professional practices, textbooks, research reports, and other literature.

Selects, adapts, or interprets existing methods, practices, and instructions or to generalize from several guidelines and techniques in carrying out the activities, ensuring coordination with other resources, and in solving the more complex problems. Some assignments require frequent departures from standardized procedures in order to establish tentative direction for completion of the assignments. The incumbent determines when problems require additional guidance.

Factor 4- 4 Complexity

The fishery biologist independently carries out a wide variety of assignments consisting of diverse and complex technical or administrative problems and considerations. Regularly encounters interdependent resource and socioeconomic problems requiring flexibility and judgment in approach to the problems and in the biological practices applied, in order to obtain an optimum balance between available economic, staff, or natural resources and the demands of the various publics.

The assignments typically involve land management problems requiring in-depth analysis and evaluation of alternatives due to complicating factors. Examples include (1) extensive programmed developmental activity and heavy resource use; (2) environmental problems and conflicting requirements whose resolutions may have serious public or tribal impacts; or (3) strong, conflicting public or tribal demands and pressures to redirect the land management strategies for the use, or the level of use, of different fishery resources. These demands may result in appeals to higher level agency or tribal officials or formal legal action.

The work requires the fishery biologist to independently identify the boundaries of the problems involved, the kinds of data needed to solve the problem, and the criteria and techniques to be applied in accomplishing the assignment. Typically, the work assignments require the fishery biologist to relate new work situations to precedent situations, extend or modify existing techniques, or develop compromises with standard biological practice, to adequately solve the aquatic resources problems. Occasionally, the assignments require substantial effort to overcome resistance to change when it is necessary to modify and accepted method or approach.

Factor 5- 3 Scope and Effect

The purpose of the work is to investigate and analyze a variety of conventional resource problems and environmental conditions and to recommend and/or implement solutions to overcome them to meet resource management objectives.

The work affects the efficient development, protection, and use of a particular resource, the fish habitat production capability on the unit which can have a significant effect on long-range fish habitat conditions for several years, the public's impression of the adequacy of the management of the particular resource and the other resources it impacts upon, and the socioeconomic welfare of dependent communities.

Factor 6- 3 Personal Contacts

Contacts are regularly with professional subject matter specialists in fisheries and related disciplines within the agency, other Federal and State agencies, universities, private foundations and professional societies, and with influential local community leaders and tribal governing bodies. Contacts may also include private landowners, conservationist groups, and prospective and current permittees.

In many cases the contacts may be on an ad hoc basis and the "role" of each party is established and developed during the course of the contact.

Factor 7- 3 Purpose of Contacts

Contacts are to negotiate controversial issues with various parties in a way that will resolve resource land management conflicts including controversies among user interests and result in retention of good will; to influence or persuade various organizations or individuals who have conflicting interests and viewpoints on the use (or non-use) of various resources so as to reach an agreement which is consistent with technical as well as practical goals and objectives; to justify the feasibility and desirability or significant fishery resource plans and proposals; and to influence or persuade other experts to adapt techniques or methods about which there may be

conflicting opinions.

Factor 8- 1 Physical Demands

The work is usually performed in an office setting. May occasionally visit land management areas where the incumbent does considerable walking, bending, or climbing.

Factor 9- 1 Work Environment

Work is usually performed in an office setting, although there may be occasional exposure to very low temperatures, adverse weather conditions, falling limbs or trees, and similar situations when visiting land management areas.