

Wildlife Biologist, GS-0486-11

Position Number: A2041, A2060

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.

Wildlife Program Management 20%

Participates in management investigations and assessments necessary for the protection, restoration, and enhancement of wildlife resources. Recommends habitat protection or improvement. Takes the initiative to see that plans are implemented. Carries out actions in habitat management plans. Provides recommendations regarding wildlife habitat requirements in relation to other management activities such as road and trail location and improvement, range re-vegetation and improvement, watershed rehabilitation and water development, recreation development, minerals exploration, and development activities and special uses. Develops annual program of work for assigned area. Integrates program goals with other resource programs.

Planning and Policy Development for Wildlife Programs 20%

Provides guidance for the development of wildlife management plans and/or habitat management plans. Reviews habitat management and improvement plans for technical soundness and adequacy in meeting overall wildlife management objectives. Prepares project work plans and coordinates project work with other Unit personnel. Prepares functional plans for specific areas of responsibility (i.e., wildlife management, habitat management, etc.). Prepares technical progress and final reports.

Develops manual and handbook supplements. Provides input and assistance regarding the implementation of manuals, handbooks and field guides, and on operations of specific programs.

Program Inspection and Evaluation for Wildlife Programs 20%

Monitors wildlife program activities, such as a monitoring program for selected wildlife species to measure response to management activities, including annual surveys to determine the status of endangered, threatened and sensitive wildlife species; animal damage surveys; and deer spotlight surveys. Prepares reports with recommendations as required. Provides leadership in inventories and evaluation of habitat conditions and needs for upland game, small game, waterfowl, fur-bearers, and non-game species. Conducts and monitors special studies on the habitat of unique, rare, threatened and endangered species. Makes recommendations for habitat protections. Provides assistance in preparing and reviewing environmental assessments and environmental impact statements affecting wildlife resources. Participates in the formulation and evaluation of alternatives and in the development of final recommendations.

Technical Advice and Assistance for Wildlife Programs 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 pertinent requests regarding wildlife resource management activities and prepares recommendations. Reviews environmental analysis reports to determine adequacy of coordination of wildlife needs. Inspects habitat improvement projects for compliance with approved plans. Analyzes and determines the effects of

management activities on wildlife resources and prepares environmental assessment to document findings. Develops primary and alternative recommendations for land management uses. Prepares or reviews environmental assessments, biological evaluations, and environmental impact statements.

Studies, Investigations and/or Surveys 20%

Plans and conducts studies, projects, and/or surveys including cost/benefit analyses, methods to be used, timing, coordination with other organizations or agencies, follow-up investigations and evaluations. Investigates potential resource improvement projects and conducts special studies. Studies and surveys are conducted to obtain information on the effects of land management operations on wildlife populations, harvest, and movements and include activities such as conducting surveys of game and non-game occurrence or mapping key game for suitability. Plans, organizes and implements wildlife habitat management programs, with emphasis on maintaining and enhancing bio-diversity. Coordinates wildlife management activities with other resources. Recognizes problems that may develop and recommends preventative or mitigative actions.

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

Knowledge and skills sufficient to modify or adapt standard wildlife 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 wildlife 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 wildlife 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 wildlife 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 wildlife 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 wildlife 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 wildlife biologist is responsible for coordinating the work with specialists in other resources or disciplines (e.g., forestry) and resolving problems that occur directly with the interested parties.

From time-to-time, the wildlife 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 wildlife 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 action plans for related programs or activities, manuals of standard procedures and 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 wildlife biologist determines when problems require additional guidance.

Factor 4- 4 Complexity

The wildlife 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 wildlife management 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 natural resources. These demands may result in appeals to higher level agency or tribal officials or formal legal action.

The work requires the wildlife 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 wildlife 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 wildlife 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 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 wildlife and related disciplines, within the agency, in other Federal agencies, in universities, private foundations and professional societies, and with influential local community leaders, tribal governing bodies, or state officials, with newspaper, radio, and television reporters, with private landowners, representatives of organized livestock and 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 obtain agency objectives 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 of significant wildlife resource plans and proposals; or 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. The biologist may occasionally visit land management areas where he/she 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.