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**Department:** Department Of Agriculture**Agency:** Forest Service**Job Announcement Number:**  
TA09-NRS-PE-283G-(R-JJ)

Overview

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**Research Forester/Research Social Scientist****Salary Range:** 102,721.00 - 153,200.00 USD /year**Open Period:** Friday, June 05, 2009  
to Thursday, July 02, 2009**Series & Grade:** GS-0101  
0460-14/15**Position Information:** Full-Time Permanent**Duty Locations:** 1 vacancy - Baltimore Metro area, MD**Who May Be Considered:**

Career or career-conditional federal employees with competitive status. Former career or career-conditional Federal employees in the competitive service who have held the target grade of the position or higher may also apply. Persons with disabilities, Veterans Employment Opportunity Act (VEOA) eligible, disabled veterans with a 30% or more disability, former Peace Corps and VISTA volunteers may be considered under special hiring authorities.

**Job Summary:**

The selected individual will be located at the Northern Research Station, Research Work Unit, NRS-09, People and Their Environments: Social Science Supporting Natural Research Management and Policy.

This position is located in Baltimore, Maryland.

The mission of the Unit is to improve understanding of how people influence and are influenced by natural environments, and to provide science information to support policies, programs, and guidelines for designing, planning, and managing urban environments.

**Research Positions:** This is a research position and is classified under the scientist career plan; therefore, promotion is dependent upon the incumbent's impact on the assignment, as evaluated through the Forest Service research grade evaluation panel process.

**Interdisciplinary Position:** This position is being filled through one of the following series: GS-460 or GS-101. Please ensure you indicate the specific series for which you want to be considered or if you would like to be considered for all series. Each series is being announced under vacancy announcement TA09-NRS-PE-283G-(R-JJ).

For further information about this position and duty location, please call Lynne Westphal at 847-866-9311

extension 11 or by e:mail at lwestphal@fs.fed.us

## Duties

### Major Duties:

Serve as Forest Service Principal Investigator on the Baltimore Ecosystem Study.

Support the Northern Research Station science themes on Urban Natural Resource Stewardship and Providing Clean Air and Water.

Conduct original interdisciplinary research, grounded in area of disciplinary expertise.

Liasion with the Chesapeake Bay area to further the Forest Service mission in partnership with other agencies.

Supervise lower graded scientists or technicians.

## Qualifications and Evaluation

### Qualifications:

U.S. Office of Personnel Management qualifications standard for the GS-460, Forestry series; GS-101, Social Science series will be used to determine whether applicants are qualified and can be reviewed in any Federal Personnel Office or are available on the Internet at <http://www.opm.gov/qualifications/index.htm>. *Note:* All qualifications must be met by the closing date of this announcement.

**Basic Requirements: This position has a positive education requirement. Applicants who are not currently in the GS-460 or GS-101, series MUST submit a legible copy of their college transcript.**

### **GS-460:**

#### **Basic Requirements:**

**A. Degree:** forestry; or a related subject-matter field that included a total of at least 30 semester hours in any combination of biological, physical, or mathematical sciences or engineering, of which at least 24 semester hours of course work were in forestry. The curriculum must have been sufficiently diversified to include courses in each of the following areas:

- Management of Renewable Resources -- study of the science and art of managing renewable resources to attain desired results. Examples of creditable courses in this area include silviculture, forest management operations, timber management, wildland fire science or fire management, utilization of forest resources, forest regulation, recreational land management, watershed management, and wildlife and range habitat management.

- Forest Biology -- study of the classification, distribution, characteristics, and identification of forest vegetation, and the interrelationships of living organisms to the forest environment. Creditable courses in this area include dendrology, forest ecology, silvics, forest genetics, wood structure and properties, forest soils, forest entomology, and forest pathology.

- Forest Resource Measurements and Inventory--sampling, inventory, measurement, and analysis techniques as applied to a variety of forest resources. Examples of creditable courses include forest biometrics, forest mensuration, forest valuation, statistical analysis of forest resource data, renewable natural resources inventories and analysis, and photogrammetry or remote sensing.

**OR**

**B. Combination of education and experience--**courses equivalent to a major in forestry, or at least 30 semester hours in any combination of biological, physical, or mathematical sciences or engineering, of which at least 24 semester hours were in forestry. The requirements for diversification of the 24 semester hours in forestry are the same as shown in A above, plus appropriate experience or additional education.

### **GS-101:**

#### **Basic Requirements:**

**1. Degree:** behavioral or social science; or related disciplines appropriate to the position

**OR**

**2. Combination of education and experience--**that provided the applicant with knowledge of one or more of the behavioral or social sciences equivalent to a major in the field.

**OR**

**3. Four years of appropriate experience** that demonstrated that the applicant has acquired knowledge of one or more of the behavioral or social sciences equivalent to a major in the field.

**ADDITIONAL EXPERIENCE AND EDUCATION REQUIREMENTS:** In addition to meeting the basic qualification requirements, applicants must have specialized experience and/or directly related education as follows:

**GS-14 Level:**

- **One year of specialized experience equivalent to the GS-13 grade level.**

**GS-15 Level:**

- **One year of specialized experience equivalent to the GS-14 grade level.**

**ADDITIONAL INFORMATION ABOUT THE EDUCATION REQUIREMENTS FOR THIS POSITION:** This education must have been obtained in an accredited business or technical school, junior college, college or university for which high school graduation or the equivalent is the normal prerequisite. One year of full-time undergraduate study is defined as 30 semester hours, 45 quarter hours, or the equivalent in a college or university or at least 20 hours of classroom instruction per week for approximately 36 weeks in a business or technical school and one year of full-time graduate study is considered to be the number of credit hours that the school attended has determined to represent one year of full-time study. If that information cannot be obtained from the school, 18 semester hours should be considered as satisfying the one year of full-time study requirement.

**FOREIGN EDUCATION:** To receive credit for education outside the U.S., you must show proof that the education has been submitted to a private organization that specializes in interpretation of foreign credentials and that such education has been deemed to be at least equivalent to that gained in conventional U.S. educational programs. There is normally a fee associated with this service. For a list of private organizations that are accredited to evaluate education, visit <http://www.naces.org/members.htm>.

**ADDITIONAL INFORMATION ABOUT THE SPECIALIZED EXPERIENCE REQUIREMENTS FOR THIS POSITION:**

**GS-14 Level:** Specialized experience is defined as experience in identifying distinct socio-ecological theories, processes, functions, and interactions and conducting research and applying such findings to urban socio-ecological situations in order to improve structures and functions of the urban socio-ecological system; experience in developing and writing scientific papers in peer-reviewed journals as a senior author involving urban ecology from a biophysical or social perspective; and experience in disseminating research results at conferences, symposia and workshops; presenting scientific papers at technical meetings; publishing scientific journal articles; and providing information and analytical techniques to policy makers, resource managers, and other researchers.

**GS-15 Level:** Specialized experience is defined as experience in developing an integrated research program based in the individual's disciplinary expertise in either the fields of forestry or social science to advance the science of urban socioecology and the practice in cities and towns to enhance sustainability; experience in implementing urban land management and policy and serving as an internationally recognized authority in the areas of urban socioecological issues; experience in supervising a research team supporting a regional Ecosystem study including personal research assignments and administration of programs; and experience in disseminating research results at conferences, symposia and workshops; presenting scientific papers at technical meetings; publishing scientific journal articles; and providing information and analytical techniques to policy makers, resource managers, and other researchers.

**Knowledge, Skills, and Abilities (KSAs):** Applicants who meet the basic minimum qualification requirements above will be further evaluated on the following KSAs to determine Quality candidates. Prepare a concise narrative addressing each KSA to show how your experience and/or education provided you with those criteria. Applicants for promotion must respond to the KSAs or risk not being considered. All other applicants are strongly encouraged to respond to the KSAs for best consideration.

- 1) Ability to work in transdisciplinary teams demonstrating competence in urban socio-ecological systems.**
- 2) Ability to plan, conduct, and conclude research studies in urban socio-ecological systems.**
- 3) Ability to summarize and present research findings at professional meetings.**
- 4) Ability to include end users of research in a full research cycle.**

To receive consideration for this position, you must meet all qualification and time-in-grade requirements within 30 days of the closing date of this announcement.

You must be a U.S. citizen to qualify for this position.

You will need to successfully complete a background security investigation before you can be appointed into this position.

#### **How You Will Be Evaluated:**

A Human Resources Specialist shall evaluate candidates and document the basis for placing in the appropriate group: eligible or quality. A Human Resource Specialist shall establish and document the criteria for the placement of candidates in the quality group prior to the commencement of recruitment activity. Subject-matter experts may be consulted and used as needed. Applicants will be evaluated only on the information received by the closing date of this announcement.

#### Benefits and Other Information

##### **Benefits:**

You may participate in the Federal Employees Health Benefits program, with costs shared with your employer. More info: <http://www.usajobs.gov/jobextrainfo.asp#FEHB>.

Life insurance coverage is provided. More info: <http://www.usajobs.gov/jobextrainfo.asp#life>

Long-Term Care Insurance is offered and carries into your retirement. More info: <http://www.usajobs.gov/jobextrainfo.asp#ltci>

New employees are automatically covered by the Federal Employees Retirement System (FERS). If you are transferring from another agency and covered by CSRS, you may continue in this program. More info: <http://www.usajobs.gov/jobextrainfo.asp#retr>

You will earn annual vacation leave. More info: <http://www.usajobs.gov/jobextrainfo.asp#VACA>

You will earn sick leave. More info: <http://www.usajobs.gov/jobextrainfo.asp#SKLV>

You will be paid for federal holidays that fall within your regularly scheduled tour of duty. More info: <http://www.usajobs.gov/jobextrainfo.asp#HOLI>

You can use Health Care Flexible Spending Accounts for expenses that are tax-deductible, but not reimbursed by any other source, including out-of-pocket expenses and non-covered benefits under their FEHB plans. More Info: <http://www.usajobs.gov/jobextrainfo.asp#FSA>

##### **Other Information:**

**Time-In-Grade Requirement:** If you are a current or former federal employee and applying for a promotion opportunity, you must have 52 weeks of federal service at the next lower grade in the normal line of progression for the position being filled. This requirement must be met within 30 days of the closing date of this announcement.

Relocation expenses are authorized.

The individual selected for this position will be required to file a financial disclosure report within 30-days after appointment, and annually thereafter (and upon leaving the position, under the public disclosure process). Further, each employee is subject to prohibitions against officially dealing with outside organizations with which he or she has a financial interest.

**Probationary Period:** This position requires completion of a three-year probationary period.

**VETERANS' PREFERENCE:** Generally, preference is granted to veterans who entered the military service prior to October 14, 1976; or served on active duty during the period from August 2, 1990, through January 2, 1992, and who are otherwise eligible; or who served on active duty during the period beginning

September 11, 2001, and ending on the last day of Operation Iraqi Freedom; or who have served in a military action for which they received a Campaign Badge or Expeditionary Medal. This includes the Armed Forces Expeditionary Medal (AFEM) awarded to those who participated in Operation Joint Endeavor or Operation Joint Guard. Also, you may be entitled to veterans' preference if you are a disabled veteran; you have received a Purple Heart; you are the spouse or mother of a disabled veteran; or you are the widow, widower, or mother of a deceased veteran. If claiming veteran's preference, a copy of form DD-214, Report of Separation from Active Duty should be submitted by the closing date of this announcement.

This position is not included in the NFFE consolidated bargaining unit.

Forest Service affiliated child/daycare facilities are not available.

Government housing is not available.

The United States Department of Agriculture (USDA) prohibits discrimination in all of its programs and activities on the basis of race, color, national origin, age, disability, and where applicable, sex, marital status, familial status, parental status, religion, sexual orientation, genetic information, political beliefs, reprisal, or because all or part of an individual's income is derived from any public assistance program. (Not all prohibited bases apply to all programs.) Persons with disabilities who require alternative means for communication of program information (Braille, large print, audiotape, etc.) should contact USDA's Target Center at (202) 720-2600 (voice and TDD). To file a complaint of discrimination, write USDA Director, Office of Civil Rights, 1400 Independence Avenue, S.W., Washington DC 20250-9410 or call (800) 795-3272 (voice) or (202) 720-6382 (TDD). USDA IS AN EQUAL OPPORTUNITY PROVIDER AND EMPLOYER.

**DIRECT DEPOSIT:** All Federal employees are required to have Federal salary payments made by direct deposit to a financial institution of their choosing.

Applicants covered by the United States Department of Agriculture (USDA) Career Transition Assistant Program (CTAP) or Intergovernmental Career Transition Program (ICTAP) may apply and will be given priority consideration if determined to be well-qualified. Well-qualified is defined as meeting the qualification standards, selective factors, quality ranking factors, and physical qualifications under the Agency's specific selection process.

#### How to Apply

##### **How To Apply:**

Applications may be mailed, faxed, or e-mailed. See contact information for where to mail or fax applications. E-mailed applications can be sent to: [fsjobs@fs.fed.us](mailto:fsjobs@fs.fed.us) with the subject: **TA09-NRS-PE-283G-(R-JJ)**.

To receive consideration for this position, applications **MUST** be received in this office by 4:30 p.m. (Mountain Standard Time) on the closing date of this announcement. The Forest Service assumes no responsibility for late delivery of applications. It remains the responsibility of the applicant to ensure successful delivery of their entire application package no later than the closing date of the announcement.

Applications received after the closing date **MUST** be postmarked on or before the closing date. Applications postmarked after the closing date will not be considered. Faxed applications must be received by close of business (4:30 p.m. MST) on the closing date of this announcement.

Applicants must also assure that applications contain accurate information, are complete and legible, and are compatible with our computer system (IBM, Microsoft 2000, and Windows 95).

**READ CAREFULLY:** The following information **MUST** be submitted to evaluate applicant qualifications and to determine if applicants meet legal requirements for Federal employment.

**1.)** Please attach a cover sheet to the front of your application package which clearly shows:

--Announcement Number: **TA09-NRS-PE-283G-(R-JJ)**.

--Job title, Series, and Grade of the job for which you are applying.

--Your full name, mailing address, day and evening phone numbers (with area code), and email address.

--Social security number.

--Present employer, job title, and annual salary.

--Whether or not you are claiming veteran's preference.

--If you are or previously were a federal employee, if so, indicate the highest grade you held and the duration of that job.

**2.)** For your application data you can use a bio-sketch, resume, curriculum vitae, or any other written format you choose. Form OF-612 Optional Application for Federal Employment Form is available for use. This form may be accessed on the Internet at the following address: <http://www.opm.gov/forms/html/of.htm> Regardless of the format used, your application must describe your job-related qualifications pertinent to this position.

#### **DATA YOU NEED TO INCLUDE IN YOUR APPLICATION:**

**Personal Information** Your Social Security number, country of citizenship, and the following if applicable; veterans' preference, proof of Federal employment, reinstatement eligibility and highest Federal civilian grade and series held. Also, if this announcement is for a multi-grade level job, indicate the lowest grade you will accept.

**Education** Indicate the high school (name, city, state, and zip code), date of diploma or GED, colleges and universities (name, city, state, and zip code) attended with the majors, type and year of degrees received (if no degree, show total semester or quarter hours earned. Please specify if your school is on a semester or quarter hour system. Provide the semester/quarter credits earned and your overall and major courses grade point averages (GPA) so that education can be fully credited. Copies of your college transcript(s) are required if education is needed to meet qualifications. If you submit your transcript(s) separate from your application, you **MUST** have the Recruitment Notice Number on your transcript(s), otherwise you will not receive credit for your education.

**Work Experience** Give the following information for paid and volunteer work experience especially that which is related to the job you are applying for: Job title, (include series and grade if federal job), main duties and responsibilities, employers' name and address, supervisors' name and phone number, starting and ending dates (month and year), work hours per week, and annual salary amounts. Do not send official job descriptions. Please indicate if we may contact your current supervisor.

**Other Qualifications** List job-related training courses (course title and year completed) and job related skills, such as other languages, computer/software/hardware, tools, machinery, and typing speed; current job related certificates and licenses; and job-related awards, honors, and special accomplishments such as publications, memberships in professional or honor societies, leadership activities, public speaking, and performance awards.

**3.)** Copies of your college transcript(s) are required, unless currently in the GS-460 or GS-101 series. If you submit your transcript(s) separate from your application, you **MUST** have the Recruitment Notice Number on your transcript(s), otherwise you will not receive credit for your education.

**4.)** Separate Narratives (limit responses to no more than 1 page) for each of the following:

**a.)** Include a separate concise statement identifying your **Specialized Experience**.

**b.)** A separate concise narrative, which addresses the **Knowledge, Skills, and Abilities (KSAs)** and shows how your experience and/or education provided you with that qualification. Provide specific examples to illustrate this.

**c.)** If you're above related experiences were mixed with other duties, provide specific percentages of the total work time spent performing them.

**5.)** Provide reprints of your **THREE** most significant research accomplishments. Select three over your entire career and list them in earliest to latest chronological order. Each selected significant accomplishment should be described in a brief paragraph. In the paragraph, concisely describe what was done, your role in the research effort (if the work involved a team effort) and why the work was important by stating the impact importance. For each selected accomplishment, provide supporting documentation, normally in the form of a publication. Provide one publication or other documentation per research accomplishment.

**6.)** Please provide the names, addresses, and telephone and fax numbers of four referees.

**7.)** If you have any special considerations or needs that you need us to be aware of, please include that information in your application data including physical accommodations, particular work restrictions, restrictions related to travel availability or work schedules, etc.

**8.)** Veterans Preference Documentation is required. If you have questions concerning documents needed,

please contact the person identified below. No preference will be granted without proof.

**a.)** If you are claiming **veteran's preference**, include a copy of form DD-214, Report of Separation from Active Duty. To receive preference this must be received with your application package and must show an honorable discharge.

**b.)** If you are claiming veterans' preference with a **compensable disability**, provide form SF-15, Claim for 10-Point Veteran, as well as proof required on reverse of form. Additional documentation may be required.

**9.)** CTAP/ICTAP Eligible: You must submit a copy of the RIF separation notice or Certificate of Expected Separation (CES) and current (or last performance) rating of record of at least fully successful or equivalent along with your application.

**10.)** Copy of most recent performance appraisal.

**11.)** Form SF-50, Notification of Personnel Action (or for used in lieu of SF-50), indicating proof of career or career-conditional status in the competitive service.

**Incomplete, illegible, inaccurate, or unsigned forms may result in you not being considered for this position. Please complete your application information carefully and be sure to sign and return the forms within the assigned timeframe to receive full consideration. Applications received under this announcement will not be returned. So do not submit any original documents you will need for your personal records.**

Do not submit your application in a notebook, binder, or other cumbersome covering.

Applications submitted in postage-paid government envelopes will not be considered. Use of postage-paid government agency envelopes to file job applications is a violation of Federal laws and regulations. The Forest Service will not pay for certified mail, express mail, or postage on any applications.

Applications received become the property of the USDA Forest Service and will not be returned.

**Contact Information:**

ASC HCM Staffing  
Phone: 1-877-372-7248  
Fax: 1-866-339-1634  
TDD: 1-800-877-8339  
Email: fsjobs@fs.fed.us

Or write:

USDA Forest Service-ASC HCM  
3900 Masthead St NE  
MS 321 (NRS-PE-283G-(R-JJ))  
Albuquerque, NM 87109  
US  
Fax: 1-866-339-1634

**What To Expect Next:**

Please allow 20 working days after the closing date of this announcement before you inquire as to the status of your application. Applicants will be notified of non-selection.

**EEO Policy Statement**

The United States Government does not discriminate in employment on the basis of race, color, religion, sex, national origin, political affiliation, sexual orientation, marital status, disability, age, membership in an employee organization, or other non-merit factor.

**Reasonable Accommodation Policy Statement**

Federal agencies must provide reasonable accommodation to applicants with disabilities where appropriate. Applicants requiring reasonable accommodation for any part of the application and hiring process should contact the hiring agency directly. Determinations on requests for reasonable accommodation will be made on a case-by-case basis.

## Veterans Information

**Please Note:**

Veterans' preference does not apply to positions in the Senior Executive Service, and may not apply to other excepted service appointing authorities. If you have questions about the applicability of veterans' preference for a particular vacancy please contact the agency posting the announcement.

Veterans who served on active duty in the U.S. Armed Forces and were separated under honorable conditions may be eligible for [veterans' preference](#). For service after October 15, 1976, the veteran must have received a Campaign Badge, Expeditionary Medal, a service connected disability, or have served during the Gulf War between August 2, 1990 and January 2, 1992 or for more than 180 consecutive days, other than training, any part of which occurred during the period beginning September 11, 2001, and ending on the date prescribed by Presidential proclamation or by law as the last day of Operation Iraqi Freedom.

[The Veterans Employment Opportunity Act \(VEOA\)](#) gives veterans access to job vacancies that might otherwise be closed to them. The law allows eligible veterans to compete for vacancies advertised under agency's promotion procedures when the agency is seeking applications from outside of its own workforce.

To claim veterans' preference, veterans should be ready to provide a copy of their DD-214, Certificate of Release or Discharge from Active Duty, or other proof. Veterans with service connected disability and others claiming 10 point preference will need to submit [Form SF-15, Application for 10-point Veterans' Preference](#).

For more specifics on all veterans employment issues such as Veterans preference or special appointing authorities see the [VetGuide](#).

## Legal and Regulatory Guidance

**Social Security Number** - 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 Social Security Number is used to seek information about you from employers, schools, banks, and others who may know you. Failure to provide your Social Security Number on your application materials, will result in your application not being processed

**Privacy Act** - Privacy Act Notice (PL 93-579): The information requested here is used to determine qualifications for employment and is authorized under Title 5 U.S.C. 3302 and 3361.

**Signature** - Before you are hired, you will be required to sign and certify the accuracy of the information in your application.

**False Statements** - 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.

**Selective Service** - If you are a male applicant born after December 31, 1959, you must certify that you have registered with the Selective Service System, or are exempt from having to do so under the Selective Service Law.

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