

SUPERVISORY WILDLIFE BIOLOGIST

DISTRICT SUPERVISOR

GS-486-09/11

INTRODUCTION

The incumbent of this position serves as a supervisor over one District within a State Wildlife Services (WS) Program of the Animal and Plant Health Inspection Service (APHIS). The incumbent is responsible for overseeing the control of wildlife predation on crops, fish, urban facilities, reforestation and livestock, to monitor wildlife population levels and to provide training in pesticide use and surveillance. The incumbent must insure that predation control objectives are accomplished in keeping with Federal and State laws and regulations, multiple funding mandates and sound conservation principles.

MAJOR DUTIES

The incumbent is responsible for planning, directing, coordinating and administering a WS program to efficiently and effectively reduce wildlife predation adversely impacting livestock interests, agricultural crops, fish culture, reforestation and urban nuisance problems.

Negotiates with grazing board, predatory animal and livestock groups to determine individual predator control needs and advises such in regard to the feasibility and cost effectiveness of various control methods. Provides budget estimates to State Director for the development of the State and Federal budget packages and develops annual work plans for all phases of the district program.

Provides technical and operational assistance to Federal, State and county agencies in the reduction of wildlife borne diseases by the management of wild mammal and bird vectors carrying pathogens that may adversely affect human health.

Supervises a combined workforce of both State cooperative and Federal employees. Supervision entails full supervisory responsibilities including performance evaluation, leave scheduling and on-the-job training for both Federal and State cooperative employees, including screening and selection of individuals for aerial hunting operations.

Maintains surveillance over condition of wildlife resources and habitat of the district, identifies and analyzes problem scope and cause and develops solutions. Incumbent is responsible for reporting contaminant or disease outbreak problems and coordinates with county and state agencies in resolving these problems.

The incumbent develops and maintains (with the assistance of the State Director and Program Specialists) all documents required by the NEPA.

Cultivates positive community relations, participating in community meetings, speaking before groups, preparing articles for local news media, answering inquiries regarding program function

and operation to the general public. The incumbent establishes good working relationships with the County, State and other Federal agencies.

Advises and trains pesticide certification candidates in cooperation with the State Department of Agriculture. Trains and monitors rodent control crews of the U.S. Forest Service, County employees and private individuals in the use of pesticides and other control methodology.

Responsible for actively supporting and implementing the equal opportunity program as specified in national, regional and local affirmative action plans. This includes insuring equal opportunity for all employees under the incumbent's supervision in selections for training and education programs, promotions and awards, as well as fair, impartial recruitment and selection of new employees.

FACTORS

KNOWLEDGE REQUIRED BY THE POSITION

Professional knowledge of Wildlife Biology in order to determine appropriate predator control methods and predict and evaluate impact on populations, evaluate wildlife conditions and critical trends and develop solutions for problems, and develop and conduct effective survey programs.

Professional knowledge in related fields of Wildlife Biology, such as Botany and Zoology, in order to accomplish program planning and problem solving with a comprehensive overview of environmental relationships and insure that decisions and recommendations reflect principles of sound conservation.

Knowledge of predator, rodent and bird damage control methods, techniques and procedures, including aerial hunting and pesticides, in order to manage control operations, advise and train Federal, State and private landowners, and develop improved animal damage control approaches.

Thorough understanding and a good working knowledge of the NEPA requirements and the required documentation associated with the Act.

Skill in effective communication and ability to persuade in order to perform all duties, particularly advising, negotiating, and coordinating with State and other Federal agencies and private landowners.

Knowledge of the WS mission, goals and organizational functions. Thorough knowledge of the WS program, both National and Regional, in order to ensure responsible representation of WS in communications with outside organizations and interests.

Knowledge of the WS annual work planning budget process in order to effectively plan, develop, evaluate and report program accomplishments.

Knowledge of human behavior and supervisory techniques with the ability to effectively supervise and train employees.

SUPERVISORY CONTROLS

Incumbent receives general supervision from State or Assistant State Director. Incumbent exercises a considerable degree of independent judgment as the position frequently requires immediate decisions. Explanation of objectives and policies are made with the expectation that the incumbent will plan work and carry out objectives with little supervisory assistance on routine matters, closer supervision on controversial matters. Completed work is spot-checked for technical accuracy, adequacy of operating methods, and conformance with policy and approved management plans.

GUIDELINES

Guidelines available include WS program directives, laws, administrative manuals, and APHIS policy statements. Incumbent consults and interprets guidelines and uses own judgment in determining course of action in most situations, referring only matters of policy or controversy to supervisor when guidelines are lacking. The incumbent also develops policies and guidelines specific to the District on own initiative according to their needs.

COMPLEXITY

The incumbent develops, plans, coordinates, evaluates and administers a cooperative animal damage control program involving Federal and State authorities and the Grazing Board. This involves different private funds and separate administrative rules and regulations. The interests and desires of various cooperating agencies and organizations must be correlated with the WS program objectives, laws, regulations, technology and fiscal capabilities. The incumbent frequently advocates a point of view that does not meet the full expectations of or is contrary to a particular landowner or group's point of view. Considerable insight, judgment and communication skills are required to strive for harmonious coordination, to educate various interests in sound conservation principles and to achieve better levels of understanding regarding reasonable or feasible control levels.

The dependence of the program on outside funding also complicates program planning and development as the total annual funding available is usually not certain until the program is underway. Incumbent must develop contingency plans that permit maximum flexibility if fund allotments differ substantially from projections. Long-range planning involves projection based on analysis of State, County and District socioeconomic and political trends as well as a thorough understanding of WS program missions and objectives.

SCOPE AND EFFECT

The purpose of this position is to coordinate and manage an effective and efficient Wildlife Services District. This includes investigating and analyzing a variety of conventional damage control situations and recommending and implementing solutions to deal with them. Effective performance of this function contributes to an effective and efficient State predator control and

wildlife surveillance program and to the balancing of economic interests and wildlife species preservation.

PERSONAL CONTACTS

Personal contacts are with County, State and Federal agency personnel, private landowners, landowner groups, personnel from other WS offices and/or programs and the general public. Some contacts may not be receptive to the duties the incumbent is attempting to perform or the mission of the WS program itself and may tend to be uncooperative.

PURPOSE OF CONTACTS

Contacts are primarily to advise, negotiate, coordinate predator control activities, and to report, instruct and administer all program functions. Persuasion is frequently necessary in dealing with contacts resolving conflicting objectives. A high degree of interpersonal communication skill is required in training and supervising a workforce of both cooperative and Federal employees.

PHYSICAL DEMANDS

The work sometimes requires moderately strenuous physical exertion, primarily when training employees and reviewing trapline work. Horseback riding may be required for some inspections and incumbent must be able to lift moderate weights. Other physical exertion includes walking over wet, rough, uneven or rocky surfaces; bending, crouching, stooping, stretching or similar activities. The work does require average agility and dexterity.

WORK ENVIRONMENT

Work is performed in both office and field locations. There is regular and recurring exposure to moderate risk and discomfort, such as adverse weather conditions, noisy environments and work with the aerial hunting crew. The incumbent is expected to conduct all duties in a safe and orderly manner so as not to injure self or fellow workers. Operation of Government-owned or leased, as well as State-owned, vehicles may be required.