Laborer

Interior, US Fish & Wildlife Agency

16 vacancies in the following locations:
See below.

Work Schedule is Full Time – TEMPORARY SEASONAL

For Non-Competitive Consideration, Submit Application Materials No Later Than 1/2/2018

Series & Grade
WG-3502-03

Salary
$13.28 to $17.34 per hour

Desired Start Date
4/1/18 - 6/3/18

Supervisory Status
No

USFWS Internal Reference Number
RFS-18-006-011

Who May Apply
• Schedule A (persons with disabilities),
• Veterans special hiring authorities including VRA or 30% or more Disabled Veteran
• AmeriCorps VISTAs and Returned Peace Corps Volunteers (RPCV) who completed service in the past calendar year or have an extension based on qualifying events
• Direct Hire Authority
• Certain Military Spouses

Job Overview

Summary
You too can make a difference in our world. The work of the U.S. Fish and Wildlife Service is meaningful and varied. Want to know more about what it is like to work for us? Watch these short podcasts entitled Meet Your New Boss and Diversity is our Strength.

The incumbent of this position serves as a Laborer, performing physical labor tasks in general maintenance and repair of buildings, grounds, and fences.

Who May Apply
At this time, only individuals with non-competitive hiring authorities may apply. Non-competitive authorities include individuals with qualifying conditions and documentation from the following:

• Schedule A (persons with disabilities),
• Veterans special hiring authorities including VRA or 30% or more Disabled Veteran
• AmeriCorps VISTAs who completed service in the past calendar year or have an extension based on qualifying events, or
- **Returned Peace Corps Volunteers (RPCV) who completed service in the past calendar year or have an extension based on qualifying events.**
- **Direct Hire Authority**
- **Certain Military Spouses**

The employee in this position serves as a full-time, temporary Laborer for the U.S. Fish and Wildlife Service, Region 6 in one of the following locations:

- Fort Niobrara National Wildlife Refuge, Valentine, NE
- Valentine National Wildlife Refuge, Valentine, NE
- Huron Wetland Management District, Huron, SD
- Lacreek National Wildlife Refuge, Martin, SD
- Madison Wetland Management District, Madison, SD
- Sand Lake National Wildlife Refuge, Columbia, SD
- Arapaho National Wildlife Refuge, Walden, CO
- Rocky Mountain Arsenal National Wildlife Refuge, Commerce City, CO
- Lost Trail National Wildlife Refuge, Marion, MT
- Medicine Lake National Wildlife Refuge, Medicine Lake, MT
- Audubon National Wildlife Refuge/Wetland Management District, Coleharbor, ND (3 positions)
- Crosby Wetland Management District, Crosby, ND
- Kulm Wetland Management District, Kulm, ND (2 positions)

**Responsibilities**
Duties can vary per location, but could include any of the following:

- Repairs fence panels and posts. Digs holes and sets posts in the ground or in concrete.
- Prepares metal and/or concrete surfaces for protective coating applications by using chipping hammer, wire brushes, etc.
- Maintains building by constructing and installing culverts, removing debris from culverts or cattle guards.
- Maintains ground by mowing grass, cutting trees, and/or trimming trees or shrubs. Operates heavy-duty lawnmowers and/or tillers on graded or sloped surfaces. Picking up trash, cleaning restrooms, and watering lawns.
- Maintains vehicle by driving it to commercial facilities for washing, lube and oil changes. Cleans vehicle interiors and inspects for preventative maintenance needs.
- Performs simple maintenance and adjustments on large power equipment such as preparing gasoline/oil mixtures for powered equipment, lubrication, disassembling equipment for cleaning/replacing filters or parts, and alignment/blade replacement on mowers.
- Cleans visitor centers, recreation areas, and service facilities.
- Applies basic painting techniques to prepare and coat surfaces.
- Operates a motor vehicle between work sites to move supplies and material.

**How To Apply**

Please send resume and supporting qualification documentation for one of the above hiring authorities to fw6_dcr@fws.gov or fax to 303-236-3816 (Attn: Rachel McCracken) as soon as possible, but no later than January 2, 2018. Resumes and supporting documentation will be reviewed against position qualifications and, if deemed qualified, forwarded to the selecting official for consideration.

**Requirements**

**Conditions of Employment**
- Must be a U.S. Citizen or National
- Males born after 12-31-59 must be registered for Selective Service
- Resume and supporting documents (See How To Apply)
- A background investigation may be required
- Required to wear U.S. Fish & Wildlife Service uniform
- Must possess a valid State driver's license.

**Qualifications**

Although no specific amount of experience, education or training is required, applicants must meet a minimum level of ability in relation to the position and the Assessment Questionnaire in order to be rated qualified for consideration. To be qualified candidates must meet any screen out element(s) listed at an "acceptable" level, and must achieve an average rating of at least "acceptable" on all of the elements. Only education, training, or experience acquired before the closing date will be considered.

Experience refers to paid and unpaid experience, including volunteer work done through National Service programs (e.g., Peace Corps, AmeriCorps) and other organizations (e.g., professional; philanthropic; religious; spiritual; community, student, social). Volunteer work helps build critical competencies, knowledge, and skills and can provide valuable training and experience that translates directly to paid employment. You will receive credit for all qualifying experience, including volunteer experience.

**Physical Demands**

Regular and recurring work requires very heavy physical effort. This typically involves frequent lifting, bending, and carrying objects weighing over 50 pounds (23 Kilograms).

Work is usually performed outdoors or in an industrial setting, therefore incumbent is frequently exposed to variable weather conditions, loud noises, in and around running water. Because of the equipment operated and the heavy lifting required, there is an increased risk of injury, bruises, muscle strains, cuts, and scrapes are to be expected. Indoors, worker may be subject to noise, dirt, dust, drafts, and standing for long periods of time.
Work requires the employee to follow proper safety procedures and use standard safety equipment such as coveralls, aprons, rubber gloves, ear protectors, safety glasses to avoid possible hazards. Equipment and tools require special alertness and care to avoid serious injury to self and co-workers. Safety precautions are required and regulations must be observed at all times.

**How You Will Be Evaluated**

You will be evaluated for this job based on how well you meet the qualifications above.

In addition to the Qualification requirements, the following competencies are required:

1. Attention to detail, mechanical, and vehicle maintenance
2. Reliability and dependability as a laborer
3. Special aptitude for general repair and maintenance
4. Dexterity and safety
5. Ability to read and follow instructions
6. Knowledge of proper use of safety procedures for operating hand tools and common power equipment.
7. Ability to carry out basic manual labor activities and to use common tools.
8. Skill in attention to detail is required to avoid accidents.

**Required Documents**

The following required documentation must be submitted for non-competitive consideration:

- Resume tailored to the position. List all relevant experience (experience gained through jobs, school, volunteering, etc.).
- College Transcripts if qualifying based on education OR if there is a Basic Education Requirement for this position
- Schedule A Letter (persons with disabilities)
- DD Form 214 (Veterans)
- Veterans Preference Documents (Veterans)
- Certifying document of non-competitive eligibility status (RPCV and AmeriCorps VISTA alumni)

**Contact**

Rachel F. McCracken  
Workforce Recruiter  
Mountain-Prairie Region (Region 6)  
U.S. Fish and Wildlife Service  
134 Union Blvd. | Lakewood, CO 80228  
fw6_dcr@fws.gov