The Detroit Ranger District will soon be advertising a **permanent full time Botanist, GS-0430-09** position with a duty station of Detroit, Oregon. The purpose of this Outreach Notice is to inform the potential applicant pool of this position.

If you are interested in this position please complete the attached **Outreach Response Form** and return it to Robert Gentry, Natural Resources Staff Officer at robert.gentry@usda.gov. Please return no later than March 20, 2020

**ABOUT THE POSITION**

This position will be located at the Detroit Ranger District Office of the Willamette National Forest in Detroit, Oregon. The incumbent serves as the District Botanist and manages the program as such. The Botany program components include rare plants, restoration with native plant materials, invasive plant control, and special habitats. Incumbent will conduct botanical surveys both independently and potentially as a crew leader, inspect contracts and serve as a Contract Officer’s Representative (COR), and assist with coordinating invasive plant treatment, seed collection, grow-out and restoration efforts. Incumbent will also serve as an interdisciplinary team member, providing botany and ecology expertise and preparing reports such as Biological Evaluations for a variety of other Forest Service projects. The position requires:

- Excellent interpersonal and communication skills to work well with other team members, and to develop and maintain positive and productive collaborations with external partners to accomplish invasive plant management, ecological restoration, and community education;
- Expertise with the technical botanical keys to vascular and non-vascular plants, lichenized and non-lichenized fungi, and the ability to identify and distinguish rare and common species in all of these taxonomic groups;
- Solid familiarity with the local flora, including vascular and non-vascular plants, lichenized and non-lichenized fungi.
- Technical writing skills, including the ability to assess and write potential effects of management or other actions on species of concern, their habitats, and other special habitats; the ability to write Statements of Work for contracts and agreements.
- Good oral skills, including the ability to present and articulate botanical concerns while fostering a cooperative relationship with colleagues;
- Organizational and leadership skills to manage a team of seasonal botanists or youth corps groups to complete botanical surveys and invasive species removal;
- Proficiency with relational databases and geographic information systems;
- Reliability in meeting tight deadlines, coordinating among multiple priorities, tracking project expenditures, and keeping accurate records;
- Ability remain flexible and be a self-starter;
- Ability to navigate off-trail independently through very steep, heavily vegetated, rugged terrain with map and compass in a wide variety of weather conditions; may require occasional overnight travel and extensive driving.

ABOUT THE DISTRICT
The Detroit RD manages approximately 300,000 acres including the Mt. Jefferson Wilderness located along the Cascade Crest, the Opal Creek Scenic Recreation Area and Wilderness and Detroit Lake. The district offers a wide variety of recreation opportunities including: backpacking, hiking, fishing, hunting, cross-country and downhill skiing, rafting, canoeing, sailing, bicycling and horseback riding.

Note: the Detroit Ranger District is included in the Portland/Vancouver/Salem locality pay area and is subject to a 23.74% locality pay adjustment.

ABOUT DETROIT AND THE SURROUNDING COMMUNITIES
Detroit is located in the North Santiam River Canyon, in the heart of the Cascades, approximately 50 miles east of Salem along Highway 22 and 70 miles west of Bend. The North Santiam Canyons economic base is heavily supported by tourism in the Detroit Lake area and also a strong local timber industry. Detroit Lake is a popular lake in Oregon known for its excellent waterskiing, boating, fishing and camping. There are several small communities within easy commuting distance of the Ranger District including Detroit, Idanha, Gates, Mill City (nearest school district and medical facility), Mehama and Lyons. Some employees commute from Salem and Stayton (nearest hospital). Housing is available in the North Santiam Canyon. Government housing may be available for rent at the Detroit Ranger Station.

FOR MORE INFORMATION about the Willamette National Forest, please visit our web site at:
https://www.fs.usda.gov/willamette

There are many internet resources for additional information about this amazing place to live and work. Here area a couple:

- Chamber of Commerce Website:
  - Link: www.nschamber.org

USDA-Forest Service is an equal opportunity employer and provider.
FOR MORE INFORMATION about this vacancy please contact:

Robert Gentry
Natural Resource Staff
Phone: 503-854-4212
Email: robert.gentry@usda.gov
Willamette National Forest Outreach Response Form
Due: March 20, 2020

Attn: Robert Gentry
Title of Position: District Botanist
Pay Plan, Series, Grade: GS-0430-09

Name:
Address:

E-mail Address:
Phone:

Are you a current federal employee? Yes_____ No_____

If Yes:
Agency________________________ Location________________________
Current Position, Series, and Grade________________________
Status (Permanent or Temporary Appointment)________________________

If No:
Current Employer: ________________________________________________
Current Position Title & Salary: ____________________________________

Do you qualify for any of the following programs? If so, please check the box that corresponds to your affiliation.

☐ VRA – Veterans Recruitment Appointment Authority (disabled veterans, veterans who served in a declared war, or in a campaign for which a campaign badge has been authorized, or awarded an Armed Forces Service Medal, and separated from active duty in the past 3 years)

☐ Military Spouse Hiring Authority - Three categories that determine eligibility: those who are relocating with their service-member spouse as a result of permanent change of station (PCS) orders, spouses of service members who incurred a 100% disability because of the service member's active duty service, and spouses of service members killed while on active duty.)

☐ VEOA – Veterans Employment Opportunity Authority (Veterans who qualify for Veterans Preference Points based on their service will receive either 5 or 10 points on their civil service examination or experience and education evaluation. These points can place you higher on the list

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than other applicants. Many veterans who qualify for Veterans Preference Points also have Protected Veterans Status, which can be helpful in certain hiring situations. Also allows eligible veterans to apply for merit promotion vacancies otherwise not open to external candidates without career status)

☐ **Prior AmeriCorps/VISTA** - Persons are granted a one-year period to be non-competitively appointed to a normally competitive Federal position after leaving the Peace Corps or AmeriCorps VISTA with a certification of eligibility)

☐ **30% Disabled Veterans Appointing Authority** - Disabled veterans who were retired from active military service with a 30% or more disability rating; disabled veterans rated by the Veterans Affairs as having a compensable service-connected disability of 30% or more)

☐ **Prior Peace Corps** - Former Peace Corps volunteers who have satisfactorily completed 3 years of continuous service into career or career-conditional permanent positions)

☐ **Schedule A Disabled Persons Hiring Authority** - Persons with physical or mental disabilities certified by a licensed medical professional, Veterans Administration or a State Rehabilitation Agency as eligible)

☐ **Reinstatement Rights** - Agencies may reappoint people previously employed under a career or career-conditional appointment by reinstatement to a competitive service position)

☐ **Pathways Student Hiring Authority** - Pathways Internship or Recent Graduate having program completion letter signed by the unit in which their requirements were met)

☐ **Resources Assistance Direct Hiring Authority** -The Resource Assistants Noncompetitive Hiring Authority grants individuals who have successfully completed the requirements of their Resource Assistants Program the ability to apply to internal merit announcements. Individuals must be U.S. Citizens and may be appointed to General Schedule positions on a permanent basis in the competitive service. While this is called a noncompetitive hiring authority, it does not provide a candidate an entitlement to federal employment or enable a candidate to be selected without merit based competition. It is at the discretion of the hiring agency and manager whether to hire an eligible candidate listed on a merit certificate under this authority.

☐ **Land Management Workforce Flexibility Act** - Current and former temporary and term employees in the competitive service of land management agencies that met the following requirements: Initially appointed using competitive procedures; served under one or more time-limited appointments in a land management agency for a period or periods totaling more than 24 months without a break of 2 or more years; performance was at an acceptable level throughout the service period(s); and most recent separation was for reasons other than misconduct or performance.

☐ Other:___________________________________________________________

*Attach resume, supporting documentation (program affiliation documents, DD-214s, college transcripts, Schedule A certificate, references, etc.) and any other information you’d like considered during this process.*

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Please answer the following questions (optional):

Brief describe why you are a qualified candidate:

Describe skill level and interest:
INTRODUCTION

This position is located on a Forest Service unit. The incumbent has responsibility for providing professional, scientific assistance to the staff pertaining to a variety of botanical and sensitive plant species duties in support of Forest activities.

MAJOR DUTIES

Serves as a botanist with staff responsibilities for developing, evaluating, and monitoring threatened, endangered and sensitive plant species and plant community and vegetation management programs.

Participates on interdisciplinary teams to provide the documentation and coordination necessary for the effective management of threatened, endangered and sensitive plant species.

Develops and/or modifies established procedures for recording plant survey information in order to meet environmental assessment requirements, botanical baseline data requirements, and for maintaining plants. Assists others in plant identification, as well as conducts training to help assigned field personnel recognize, identify, and locate plant species.

Conducts and oversees vegetation inventories, population, and community monitoring in compliance with selected protocols to contribute to the project’s baseline data for botanical resources and coordinating surveys for special status plants and noxious weeds.

Maintains plant surveys and monitoring records in appropriate data base files, in addition to collection and preparation of voucher specimens for plants. Is responsible for the analysis and interpretation of population trend and community composition monitoring data and the preparation of summary reports. Assists unit personnel or contract personnel in conducting botanical research and studies.

Assists in the development and implementation of management plans for the protection and enhancement of habitat for special status plants, and the control of noxious weeds or other invasive species. Performs assignments which may include collaborating with other resources specialists in the preparation of prescribed fire, pesticide use and NEPA compliance documents for a variety of vegetation management and restoration actions. Assists in project planning and identifying suitable plants for restoration projects.

FACTOR STATEMENTS
Factor 1. Knowledge Required of the Position

Factor Level 1-6  950 Points

Professional knowledge of the basic methods, techniques, and procedures of botany necessary to conduct vegetation inventories and plant work.

Professional knowledge of vegetation communities as described in botanical literature to identify plant communities during field inventories.

Professional knowledge of plant taxonomy in order to identify plants during field inventories and to confirm identification utilizing other resources.

Knowledge of special status vascular plants, nonvascular plants, lichens, and fungi sufficient to locate species during vegetation inventories.

Skill in technical writing and public speaking sufficient to complete written or verbal reports, informational responses, and program guidance.

Factor 2. Supervisory Controls

Factor Level 2-3  275 Points

The supervisor identifies program objectives, report formats, expectations, and deadlines. The incumbent independently plans work, carries out assignments, analyses results, and prepares reports. The supervisor is consulted whenever sensitive issues, budgetary concerns, or policy questions arise. Resolution of technical problems is delegated to the incumbent. The supervisor reviews completed assignments to ensure that work objectives and program directives have been met.

Factor 3. Guidelines

Factor Level 3-3  275 Points

Guidelines for this position are provided through Federal laws and regulations and through policy established in Forest Service handbooks, manuals, directives, etc. The incumbent will be provided pertinent legislation, regulations, and policy guidance to complete specific assignments and will be responsible for identifying potential inconsistencies that may develop during the course of completing assignments. The incumbent is expected to use judgment in selecting, interpreting, and applying guidelines for adaptation to complete assignments.

Factor 4. Complexity

Factor Level 4-3  150 Points

Assignments require the incumbent to conduct vegetation inventories, and monitor in support of the threatened, endangered, sensitive plant species, and plant community and vegetation management. The incumbent assists staff and various cooperators in conducting botanical investigations and evaluating adaptive management strategies. Assignments require the incumbent to work independently, adapt to varying field conditions, compile and analyze data, independently coordinate with other personnel, and make judgments and recommendations.

Factor 5. Scope and Effect

Factor Level 5-3  150 Points
The purpose of the work is to compile information to manage threatened, endangered and special status plants, including noxious and invasive weed populations, and a variety of other upland, wetland, and aquatic plant communities. Management of these programs can have a significant impact on other Federal, state and local government agencies and can affect other Forest Service programs including fire, fisheries, wildlife and recreation. Work by the incumbent may affect the listing of plants as threatened and endangered by state and Federal governments and the spread of noxious and invasive species across Federal, state, and private lands.

**Factor 6. Personal Contacts**

Internal contacts are with unit personnel, forest botanist and other natural resource personnel. Contacts outside the unit include professional and natural resource specialists from Federal agencies, state agencies, local governments, universities, and private companies as well as members of the public.

**Factor 7. Purpose of Contacts**

The purpose of the contacts is to coordinate work efforts, resolve mutual problems, and provide and receive technical advice.

**Factor 8. Physical Demands**

The work requires regular & recurring physical exertion such as walking over rough, uneven ground, and recurring bending, crouching, and stooping.

**Factor 9. Work Environment**

Work is performed in an office and in the field. Field work is regular and recurring and includes risk of injury from falls, strains, striking against brush and overhanging branches, and exposure to inclement weather.

_Total Points: 1950 Points_  
_Point Range: 1855 – 2100 = GS-09_

**Reference Used:**

JFS for Professional Work in the Natural Resources Management and Biological Sciences Group, GS-0400, dated September 2005

**Source Document:**

Botanist, GS-0430-09; Army; PD# HE10401; Classified 02/28/2001

**Name of Classification Delegate:** Penny Coronell
Date Classified: October 9, 2012

Position Designation Record
Agency FS
Position Title Botanist
Series and Grade/Pay Band GS-0430-09
Position Description Number FS2588
Designator's Name & Title Vickie Huelster, HR Specialist
National Duties Degree of Potential for Compromise or Damage
Potential for Compromise or Damage
Duties Degree of Potential for Compromise or Damage
Adjustment for Program Designation and Level of Supervision
Adjustments Label
Adjustment for Scope of Program and Correlation to Extent of Impact (see definitions)
Adjustment for level of supervision or other controls
Total Points Designation
Label Points
Total Initial Position Designation Points from Step 2
Adjusted Position Designation Points from Step 3
Investigation Form Required
T1 SF 85

Sensitivity Risk Level
Non-Sensitive Low Risk
Signature: /s/ Vickie L. Huelster
Date: 11/14/16
Name: Vickie Huelster