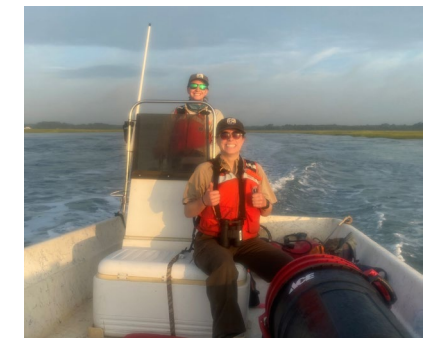
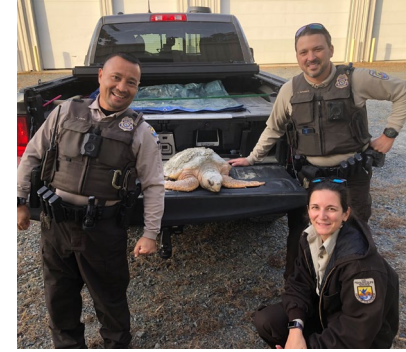


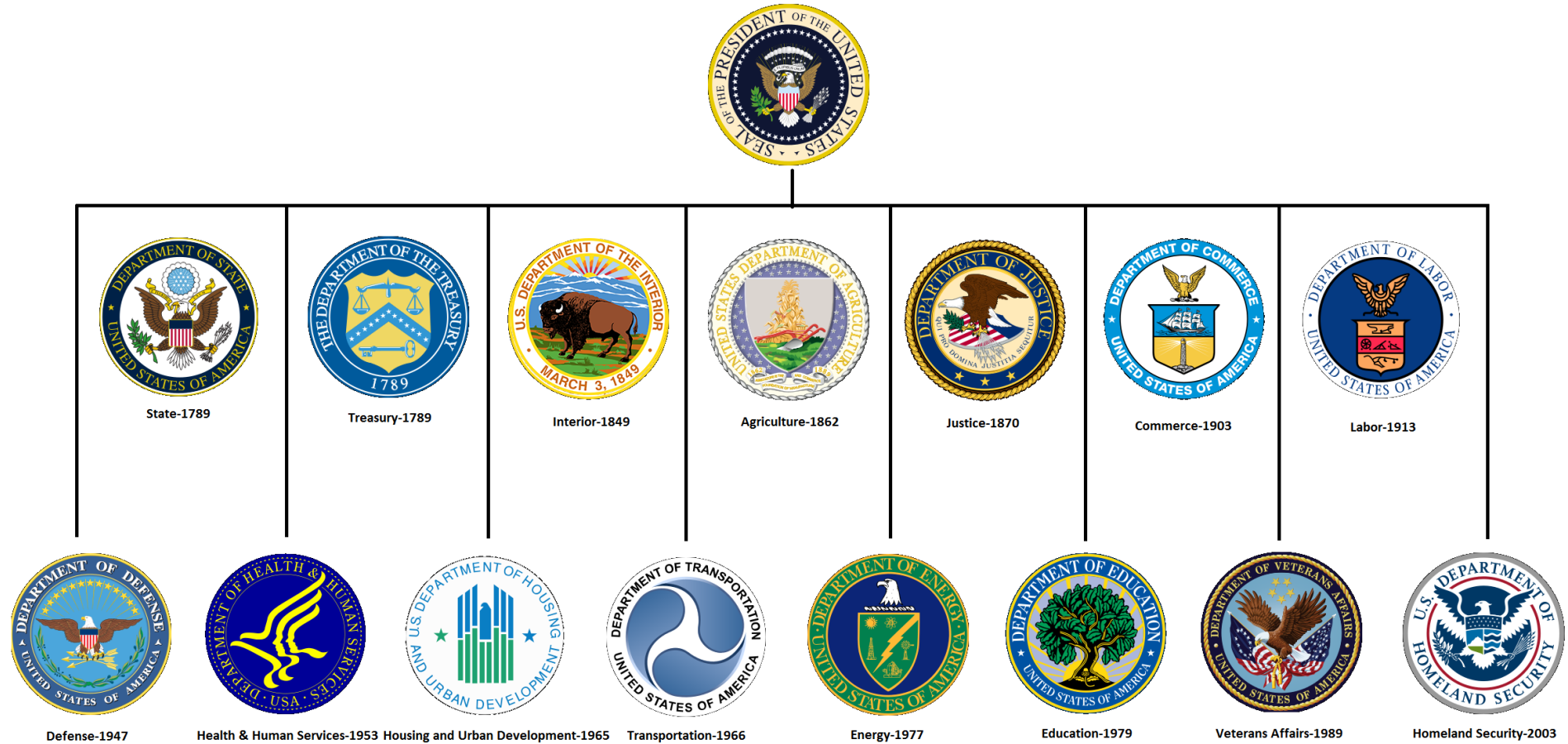


Work with Us!
Careers with the
U.S. Fish & Wildlife Service

Kevin Holcomb
Supervisory Wildlife Biologist
U.S. Fish & Wildlife Service
Chincoteague National Wildlife Refuge



Departments of the Executive Branch





Department of Interior

Eleven Bureaus

- Bureau of Indian Affairs
- Bureau of Indian Education
- Bureau of Land Management
- Bureau of Ocean Energy Management
- Bureau of Reclamation
- Bureau of Safety and Environmental Enforcement
- Bureau of Trust Funds Administration
- National Park Service
- Office of Surface Mining Reclamation and Enforcement
- ***U.S. Fish and Wildlife Service***
- U.S. Geological Survey

Department of the Interior Offices





U.S. Fish & Wildlife Service

...is the only agency of the U.S. Government whose primary responsibility is the conservation of the nation's fish, wildlife, and plants.

- External Affairs
- International Affairs
- National Wildlife Refuge System
- Fish and Aquatic Conservation
- Science Applications
- Office of Law Enforcement
- Ecological Services
- Management and Administration
- Migratory Birds
- Wildlife and Sport Fish Restoration
- National Native American Programs





U.S. Fish & Wildlife Service

...is committed to recruiting and hiring a highly qualified, diverse and inclusive workforce to support our mission.

Careers and Internships

<https://www.fws.gov/careers>

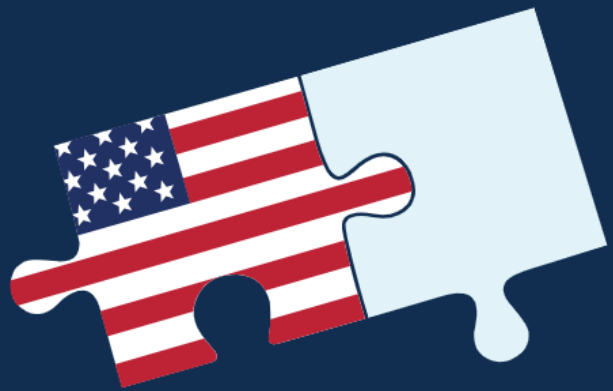
Search for jobs, internships, and careers with the U.S. Fish and Wildlife Service

<https://www.fws.gov/jobs>

The mission of the U.S. Fish and Wildlife Service is working with others, to conserve, protect and enhance fish, wildlife, and plants and their habitats for the continuing benefit of the American people.



Photo By/Credit: Ian Shive



SHAPE AMERICA'S FUTURE

Find your fit in the federal government

[Create profile](#)

USAJobs.gov

On USAJobs.gov, you can...

- search job openings by discipline (series), location, salary and other parameters
- create a personal account where you can build, upload and post your résumé and supporting documents (e.g., college transcripts, optional cover letter) and apply for jobs.
- save the search to be notified when new positions are accepting applications.

Explore hiring paths

The federal government offers unique hiring paths to help hire individuals that represent our diverse society. Learn more about each hiring path and your eligibility.



Open to the public

U.S. citizens, nationals or those who owe allegiance to the U.S.



Federal employees

Current or former, includes the competitive and excepted services



Veterans



Military spouses



National Guard & reserves

Current or prospective members



Students & recent graduates



Senior executives



Individuals with disabilities



Family of overseas employees



Native Americans

American Indian or Alaskan Native



Peace Corps & AmeriCorps VISTA



Special authorities

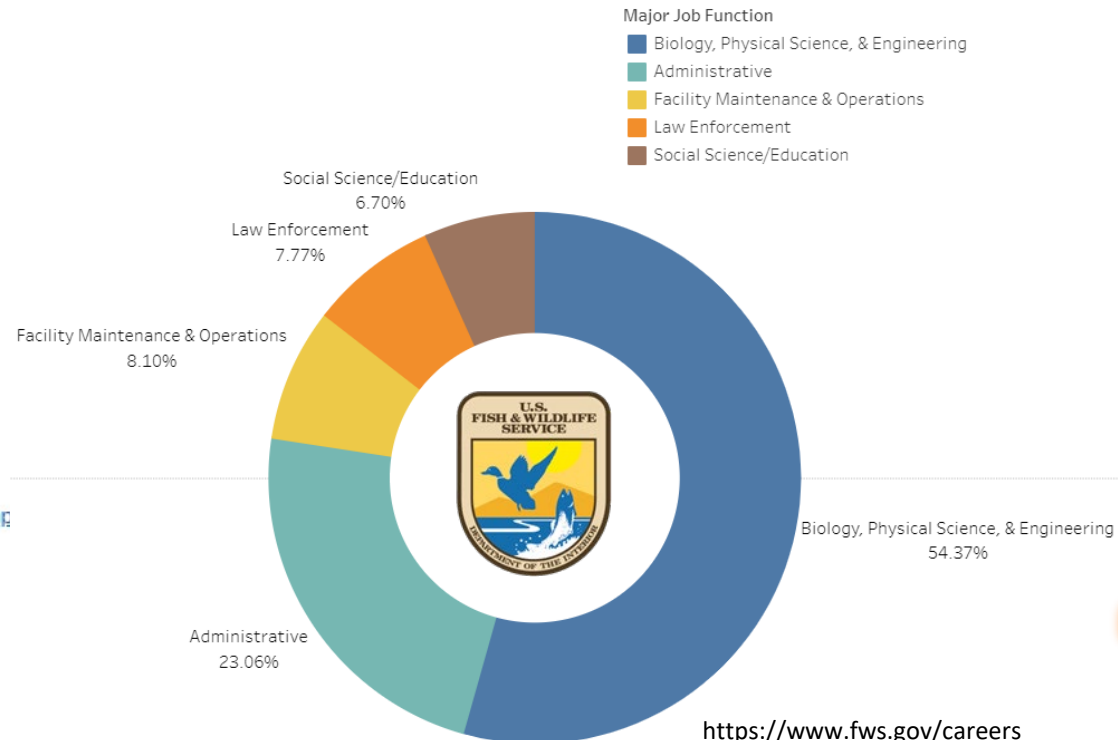
General Schedule Qualification Standards

Standards by Occupational Series

- [0000-0099 - Miscellaneous Occupations](#)
- [0100-0199 - Social Science, Psychology, and Welfare](#)
- [0200-0299 - Human Resources Management](#)
- [0300-0399 - General Administrative, Clerical, and Office Services](#)
- [0400-0499 - Biological Sciences](#)
- [0500-0599 - Accounting and Budget](#)
- [0600-0699 - Medical, Hospital, Dental, and Public Health](#)
- [0700-0799 - Veterinary Medical Science](#)
- [0800-0899 - Engineering and Architecture](#)
- [0900-0999 - Legal and Kindred](#)
- [1000-1099 - Information and Arts](#)
- [1100-1199 - Business and Industry](#)
- [1200-1299 - Copyright, Patent, and Trade-Mark](#)
- [1300-1399 - Physical Sciences](#)
- [1400-1499 - Library and Archives](#)
- [1500-1599 - Mathematics and Statistics](#)
- [1600-1699 - Equipment, Facilities, and Service](#)
- [1700-1799 - Education](#)
- [1800-1899 - Inspection, Investigation, Enforcement, and Compliance](#)
- [1900-1999 - Quality Assurance, Inspection and Grading](#)
- [2000-2099 - Supply](#)
- [2100-2199 - Transportation](#)
- [2200-2299 - Information Technology Management](#)



U.S. Fish & Wildlife Service Career Distribution



Series	Position Title	Min. Ed.
0401	Natural Resources Management and Biological Sciences	X
0403	Microbiology Series	X
* 0404	Biological Science Technician Series	
0405	Pharmacology Series	X
0408	Ecology Series	X
0410	Zoology Series	X
0413	Physiology Series	X
0414	Entomology Series	X
0415	Toxicology Series	X
0421	Plant Protection Technician Series	X
0430	Botany Series	X
0434	Plant Pathology Series	X
0435	Plant Physiology Series	X
0437	Horticulture Series	X
0440	Genetics Series	X
0454	Rangeland Management Series	X
0455	Range Technician Series	X
0457	Soil Conservation Series	X
0458	Soil Conservation Technician Series	
0459	Irrigation System Operation Series	
0460	Forestry Series	X
0462	Forestry Technician Series	X
0470	Soil Science Series	X
0471	Agronomy Series	X
0480	Fish and Wildlife Administration Series	
0482	Fish Biology Series	X
0485	Wildlife Refuge Management Series	X
* 0486	Wildlife Biology Series	X
0487	Animal Science Series	X
0499	Biological Science Student Trainee Series	

Biological Science Technician Series 0404

Specialized Experience (for positions at GS-4 and above): Experience must have been related to the work of the position for which application is made. The specialized experience required for some positions in this series is normally work performed in a controlled environment.

or

Education and Training

For GS-5: Successful completion of a full 4-year course of study leading to a bachelor's degree with major study or at least 24 semester hours in any combination of courses such as those shown above for GS-3. At least 6 semester hours of courses must have been directly related to the position to be filled. The successful completion of a full course of study of at least 12 months in a school for clinical laboratory technicians may be substituted for the 1 year of specialized experience required at the GS-5 level for positions involving microbiology and biochemistry technician work.

Wildlife Biology Series 0486

Degree: biological science that included:

- At least 9 semester hours in such wildlife subjects as mammalogy, ornithology, animal ecology, wildlife management, or research courses in the field of wildlife biology; and
- At least 12 semester hours in zoology in such subjects as general zoology, invertebrate zoology, vertebrate zoology, comparative anatomy, physiology, genetics, ecology, cellular biology, parasitology, entomology, or research courses in such subjects (Excess courses in wildlife biology may be used to meet the zoology requirements where appropriate.); and
- At least 9 semester hours in botany or the related plant sciences.

or

Combination of Education and Experience: equivalent to a major in biological science (i.e., at least 30 semester hours), with at least 9 semester hours in wildlife subjects, 12 semester hours in zoology, and 9 semester hours in botany or related plant science, as shown in A above, plus appropriate experience or additional education.



Photo By/Credit: Kevin Holcomb



Biological Science Technician Series 0404

Responsibilities by Career (GS Level)

Entry (1-4):

- Collect samples and data from field sites
- Perform lab analyses on samples
- Data entry, retrieval and record keeping

Mid (5-6):

- Help conduct wildlife, fish, invertebrate, and/or plant surveys
- Prepare charts and illustrations for reports
- Identify and document plant and/or animal species
- Collect and process water chemistry data

Journey (7-8):

- Analyze experimental data
- Plan and conduct plant inventories and studies
- Install, operate and maintain sampling equipment
- Search literature related to research topics

Senior (9-11):

- Design and conduct portions of research and restoration projects
- Recommend resource management actions based on field observations
- Develop new sampling and testing procedures and methods
- Manages data-sets
- Conduct programmatic activities

Strengths by Level	Entry 1-4	Mid 5-6	Journey 7-8	Senior 9-11
Accountability	X	X	X	X
Attention to Detail	X	X	X	X
Compliance			X	X
Creative Thinking		X	X	X
Flexibility	X	X	X	X
Information Management		X	X	X
Interpersonal Skills	X	X	X	X
Oral Communication		X	X	X
Organizational Awareness			X	X
Problem Solving		X	X	X
Reasoning		X	X	X
Self-Management				X
Teamwork	X	X	X	X
Technical Competence		X	X	X
Writing		X	X	X



Wildlife Biology Series 0486

Responsibilities by Career (GS Level)

Entry (5-7):

- Collects data from field investigations and makes observations
- Prepares samples and performs data analysis
- Drafts portions of reports or correspondence related to technical work
- Prepares graphs and charts

Mid (9-11):

- Identifies research needs and recommends requests for proposals or statements of work
- Performs data analysis and writes reports on findings
- Plans and implements biological investigations that affect wildlife resources and habitat conditions
- Designs and implements habitat improvement and restoration projects in coordination with external stakeholders

Journey (12-13):

- Conducts studies on the impact of existing or proposed management or public practices on wildlife resources
- Modifies and adapts standard techniques, processes, and procedures
- Develops extensive plans for major wildlife projects including estimates of personnel, equipment, materials, and schedules required to carry out highly specialized plans
- Conducts program analyses and recommends modifications to program objectives or procedures

Senior (14-15):

- Formulates and recommends new policies, strategies, standards, and plans of national scope for development, coordination, and management of wildlife program activities
- Maintains liaison with and provides technical counsel to external stakeholders
- Analyzes and resolves complex technical problems for which current information is inconclusive or unproven
- Develops and implements cooperative programs with external stakeholders, such as private landowners, local or state governments, or special interest groups

Strengths by Level	Entry 5-7	Mid 9-11	Journey 12-13	Senior 14-15
Accountability		X	X	X
Attention to Detail	X	X	X	X
Compliance		X	X	X
Creative Thinking		X	X	X
Customer Service		X	X	X
Entrepreneurship			X	X
Flexibility	X	X	X	X
Influencing/Negotiating			X	X
Interpersonal Skills	X	X	X	X
Oral Communication		X	X	X
Organizational Awareness			X	X
Partnering			X	X
Problem Solving		X	X	X
Project Management			X	X
Reasoning		X	X	X
Teamwork	X	X	X	X
Technical Competence		X	X	X
Writing		X	X	X



Youth Programs with the U.S. Fish and Wildlife Service

...numerous engagement and career learning opportunities to youth and young professionals (defined as those under age 35).

Internships & Fellowships

<https://www.fws.gov/internships>



-  FWS Youth Corps Eligible Hiring Partners
-  Public Lands Corps Hiring Authority (PLC)
-  Youth Conservation Corps (YCC)
-  Pathways
-  Urban Community Engagement Fellowship (UCEF)

-  Grants & Agreements
-  Career Discovery Internship Program (CDIP)
-  Public Lands Transportation Fellows (PLTF)
-  Directorate Fellows Program (DFP)
-  Maintenance & Infrastructure Fellowship Program (MIFP)



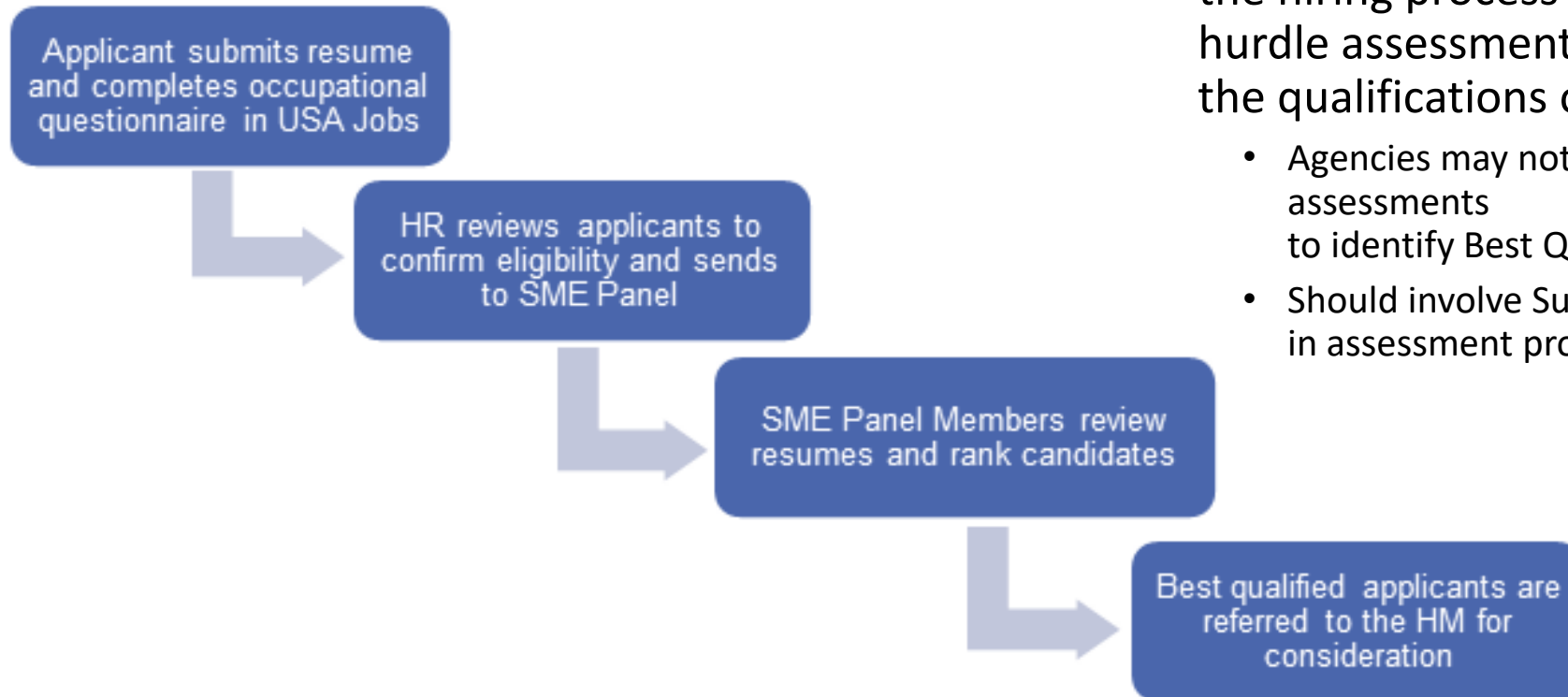


How do I (FWS Hiring Manager) fill a vacancy?

1. Submit a Request
2. Establish a Position Description
3. Prepare and Post an Announcement
-  **4. Applicant Review and Referral**
-  **5. Interview and Selection**
6. Pre-Employment Clearance
7. Onboarding

4. Applicant Review and Referral

Executive Order 13932 **Modernizing and Reforming the Assessment and Hiring of Federal Job Candidates (EO)** is effective on 12/31/22.



- The EO aims to modernize and improve the hiring process by utilizing a multiple hurdle assessment process to determine the qualifications of applicants.
 - Agencies may not rely solely on applicant's self-assessments to identify Best Qualified (BQ) candidates
 - Should involve Subject Matter Experts (SMEs) in assessment process