



**\*\*\*OUTREACH NOTICE \*\*\***

***District Rangeland Management Specialist  
GS-0454-05/07/09  
Region 2 BLACK HILLS NATIONAL FOREST  
Bearlodge Ranger District***

**INTRODUCTION**

The Black Hills National Forest is interested in filling a **GS-0454-05/07/09 District Rangeland Management Specialist** position under the Pathways Recent Graduate Program. Separate from the Pathways Recent Graduate Program, the BKF is concurrently accepting resumes from individuals who meet the eligibility requirements of special appointment authorities (described below) that may be used to appoint eligible individuals. Please review both options to determine if you are eligible for either program, or both.

Salary: **\$31,628 – \$62,297**

Work Schedule: **Full-time**

Duty Location: **Bearlodge Ranger District, Sundance, Wyoming**

**PRE-ANNOUNCEMENT OUTREACH**

To express interest in the position, please complete and submit the attached outreach form, as well as a resume, by January 15<sup>th</sup>, 2015 via email to Julie Wheeler, District Supervisory Rangeland Management Specialist at the Bearlodge Ranger District, at [juliewheeler@fs.fed.us](mailto:juliewheeler@fs.fed.us). When completing your resume please indicate your education and/or your work experience that ensures qualification for this position. All responses to this outreach must be received by January 15<sup>th</sup>, 2015.

The vacancy announcement for this position will be posted on the U.S. Government's official website for employment opportunities at [www.usajobs.gov](http://www.usajobs.gov). Anyone who expresses interest in the position will be notified when the announcement opens.

**PATHWAYS RECENT GRADUATE PROGRAM ELIGIBILITY REQUIREMENTS**

1. A Recent Graduate is an individual who obtained a qualifying associates, bachelors, master's, professional, doctorate, vocational or technical degree or certificate from a qualifying educational institution, within the previous 2 years or other applicable period provided below.
2. Except as provided in paragraph (3) below, an individual may apply for a position in the USDA Recent Graduates Program only if the individual's application is received not later than 2 years after the date the individual completed all requirements of an academic course of study leading to a qualifying associates, bachelor's, master's, professional, doctorate, vocational or technical degree or certificate from a qualifying educational institution.
3. A veteran, as defined in 5 U.S.C. 2108, who, due to a military service obligation, was precluded from applying to the Recent Graduates Program during any portion of the 2-year eligibility period described in paragraph (1) of this section shall have a full 2-year period of eligibility upon his or her release or discharge from active duty. In no event, however, may the individual's eligibility period extend beyond 6 years from the date on which the individual completed the requirements of an academic course of study.

Recent Graduates who satisfactorily complete the USDA Recent Graduates Program and meet all eligibility requirements for conversion may be non-competitively converted to a term or permanent appointment in the competitive service. Program requirements include:

- ✓ Must be a U.S. citizen prior to conversion;
- ✓ Successfully completed all the requirements of the USDA Recent Graduates Program;
- ✓ Demonstrated successful job performance consistent with the applicable performance appraisal program established under the agency's approved performance appraisal system that results in a rating of record (or summary rating) of at least Fully Successful or equivalent and a recommendation for conversion by the first-level supervisor; and
- ✓ Met the OPM qualification standard for the competitive service position to which the Recent Graduate will be converted.

To be eligible for conversion, the Recent Graduate must:

- ✓ Meet the qualification standards for the position to which the Recent Graduate will be converted;
- ✓ Have at least 1-year of continuous work experience;
- ✓ Receive a satisfactory recommendation by his/her mentor;
- ✓ Meet training requirements as specified in the USDA Pathways Programs Training Plan; and perform their job successfully and satisfactorily

For more information: <http://www.opm.gov/policy-data-oversight/hiring-authorities/students-recent-graduates/>

## **SPECIAL APPOINTMENT AUTHORITIES**

Along with the Pathways Recent Graduate Program, several other special appointment authorities may be used to appoint specific groups of individuals who meet the respective eligibility requirements for this position.

The following are a few examples where special appointment authorities may be used.

Federal hiring officials are authorized to use a special appointment authority when considering certain people with disabilities (e.g., those with intellectual disabilities, severe physical disabilities, or psychiatric disabilities). Use of this authority is at the discretion of each agency. Individuals may contact agency Special Placement Program Coordinators (SPPC) to inquire about opportunities under this authority. SPPC contact information can be found by visiting: [http://apps.opm.gov/sppc\\_directory/](http://apps.opm.gov/sppc_directory/). For more information on Federal employment for people with disabilities, please visit: <http://www.opm.gov/disability/appempl.asp>.

Veterans Recruitment Appointment (formerly known as the Veterans Readjustment Appointment or VRA): the VRA is an excepted appointment, made without competition, to positions otherwise in the competitive service. Use of the authority is entirely discretionary, and no one is entitled to a VRA. This special authority allows agencies to non-competitively appoint a qualified covered veteran to any position for which he or she is qualified up to a GS-11 or equivalent. Upon completion of two years of satisfactory service, the covered veteran is converted to the competitive service. For more information on the VRA, including eligibility requirements, please visit: <http://www.usajobs.opm.gov/EI4.asp>.

30% Disabled Veterans: Federal agencies have the authority, by law, to give a non-competitive temporary or term appointment of not less than 60 days to any veteran who has a compensable service-connected disability of 30% or more and who meets the qualification requirements of the position. Like the VRA, this authority is discretionary with the agency. To be eligible, the individual must be a disabled veteran who has a compensable service-connected disability of 30% or more

officially documented by the Department of Defense or the Department of Veterans Affairs. For more information on this hiring authority, please visit: <http://www.opm.gov/veterans/html/vetsinfo.asp>.

### **OPM QUALIFICATION STANDARD**

The Qualification requirements for the GS-0454 series covered by the U.S. Office of Personnel Management (OPM) Qualification Standards for General Schedule Positions -- GS-0454: Rangeland Management Series, can be found in any Federal Human Resources Office or on the internet at the following hyperlink:

<http://www.opm.gov/policy-data-oversight/classification-qualifications/general-schedule-qualification-standards/0400/rangeland-management-series-0454/>

### **MAJOR DUTIES**

The position provides professional and technical expertise to a complex Rangeland Management program. The incumbent is responsible for:

- Conducting short and long term monitoring of plant communities and their trends; grazing impacts, precipitation, soil erosion hazards and riparian condition.
- Conducts studies of range conditions, trends and utilization
- Carrying out ecosystem based rangeland surveys and inventories.
- Gathering and assembling data concerning rangeland health, trends, ecological status of vegetation communities, site potential and desired plant community.
- Compiles material and supply estimates and/or oversees the construction and/or maintenance of rangeland projects.
- Makes recommendations for improved rangeland and livestock administration and provides input into the development of subsequent rangeland and livestock management decisions.
- Prepares livestock management plans, determines location and proper stocking and locates, prescribes, designs, and schedules rangeland improvement projects such as fences, pipelines, cattleguards, plant community changes, or prescribed burning.
- Maintains continuing working relationship with permittees and others to ensure compliance with agreed upon plans and desired quality of work, and to advise rangeland users of various activities affecting their use of specific rangeland areas. Prepares and/or revises annual rangeland user instructions. Prepares or initiates action on cooperative agreements for rangeland improvements.
  
- Assists in the administration of grazing permits by consulting, coordinating and cooperating with permittees and other rangeland users. Determines permittee compliance with permits and makes recommendations to correct discrepancies.
  
- Determines rangeland readiness for various rangeland uses, inspects rangeland uses for compliance with permits, and monitors the results of the rangeland uses that are permitted or allowed. Prepares rangeland improvement maintenance schedules and keeps records of existing and proposed improvements, maintenance needs, and accomplishments.
- Conducts range allotment inspections, compiles actual use information, and prepares allotment management plans. Determines proper stocking and rotation schemes.
- Performs other duties as assigned.

The incumbent will spend approximately 60% of their time in the field, and may travel on foot, horseback, ATV, and 4x4 vehicle. It is desirable for applicants to have some of the following skills: the ability to navigate using a topographic map and GPS; experience around horses and riding; a strong background in the principles of rangeland management; comfort working alone or in small groups; plant identification skills with an emphasis on grass species; good writing and oral communication skills and the ability to utilize computers for writing, analysis, and data input.

## **BLACK HILLS NATIONAL FOREST**

The Black Hills National Forest is consists of 1.2 million acres of forested area 110 miles long and 70 miles wide, surrounded by plains and grasslands on all sides. Approximately 87 percent of the Forest is in South Dakota and 13 percent in Wyoming. Ponderosa pine is the dominant tree species, with lesser amounts of white spruce, aspen, birch and oak. Timber products and recreation are the two most dominant uses of the Black Hills, although mining, grazing and wildlife viewing and hunting are also important. Areas of interest within the Black Hills include Mount Rushmore National Monument, Wind Cave National Park, Jewel Cave National Monument, Custer State Park, and Crazy Horse Mountain.

## **BEARLODGE RANGER DISTRICT**

The Bearlodge District totals about 170,000 acres in the northern part of the Black Hills in the State of Wyoming and includes the Bearlodge Mountains. Timber harvest and related silvicultural activity is the largest resource program on the district. The district also has very active programs in lands and minerals, wildlife habitat improvement, recreation, cultural resources, and livestock grazing. Game species on the district include white-tailed and mule deer, elk, and turkey.

The Bearlodge District has a well-balanced workload and staff. The Black Hills National Forest is emphasizing prescribed fire and travel management as an integral element of a successful ecosystem-based land management program. The successful candidate will be instrumental in providing leadership and technical expertise in the Bearlodge Ranger District natural resource management program.

## **SUNDANCE COMMUNITY**

The Bearlodge Ranger District has an office on the eastern edge of Sundance, Wyoming, which has a population of approximately 1,200. Sundance is the county seat of Crook County and is located 30 miles west of Spearfish, SD, 80 miles northwest of Rapid City, SD, 60 miles east of Gillette, WY, 365 miles north of Denver, Colorado, and 200 miles northeast of Casper, Wyoming. The elevation of Sundance is 4,753 feet above sea level.

The town of Sundance is a scenic community with moderate temperatures. The average annual mean temperature is 43.7 degrees with the average January temperature 19.1 degrees and July's average of 69.2 degrees. The annual average rainfall is 18.78 inches and annual snowfall is 74 inches. Prevailing winds are from the northwest.

The community of Sundance offers one library, two day care centers, ten churches, four motels, one RV park, one hospital, a nursing home, one dentist, four doctors, one pharmacy, one newspaper, one bank, cable television, post office, telephone service, police department, volunteer fire department, emergency medical technicians, city offices, as well as some local retail businesses. The nearest commercial airports are located in Rapid City, SD (80 miles) and Gillette, WY (60 miles) both full-service communities.

Public recreation in Sundance include one baseball field, one golf course, two tennis courts, one bike path, one swimming pool, and two parks. In the immediate vicinity is trout fishing, access to over 300 miles of snowmobile trails, hunting, hiking and camping. Forest service campgrounds near Sundance are Cook Lake, Reuter, and Sundance Trailhead. Devils Tower National Monument, featured in "Close Encounters of the Third Kind," is located 27 miles northwest of Sundance. There is a Wyoming State Park at Keyhole Reservoir 19 miles west on Interstate 90.

Other area recreation facilities and attractions available are the: Crook County Museum, Ranch A, D.C. Booth Historical Fish Hatchery, Matthew's Opera House, High Plains Heritage Center; Donald E. Young Sports and Fitness Center–BHSU; Bear Butte State Park, Spearfish Canyon Scenic Byway, and downhill and cross country skiing.

Major employers in Sundance are: Crook County School District, Crook County government, US Government agencies, Powder River Electric (REA), Crook County Nursing Home, Energy Electric and Wyoming Transportation Department. The economic base for the area is primarily ranching, logging, mining and tourism.

Rental homes are scarce in Sundance; rent averages \$700 for a three bedroom home. There are a limited number of homes for sale in the \$75,000 to \$150,000 range (median home price is \$132,300). There is some housing available in Upton, WY located 30 miles southwest of Sundance and in Spearfish.

Sundance has a public school district with one elementary school, one junior high/high school, one alternative high school, and a Community Education Program. Black Hills State University at Spearfish, SD offers both day and night classes as does Gillette Community College.

The Sundance area is a thriving community with recreational opportunities unending. It is truly a great place to live! Property taxes in Wyoming are very reasonable; the property taxes in South Dakota are considerably higher. For more information on Sundance, Wyoming, you may view the Internet at <http://www.cityofsundancewy.com/home-page.htm>, <http://www.sundancewyoming.com/sundance-visitors-guide.pdf>

## **OUTREACH RESPONSE**

Interested applicants, or those desiring further information, should contact Steve Kozel, District Ranger, or Julie Wheeler, Supervisory Rangeland Management Specialist. Contacts can be made via email at ([skozel@fs.fed.us](mailto:skozel@fs.fed.us)), ([juliewheeler@fs.fed.us](mailto:juliewheeler@fs.fed.us)), or telephone at (307) 283-1361. Please respond by January 15, 2015.