



Job Title: Soil Conservationist GS-0457-5/7/9 DE

Department: Department Of Agriculture

Agency: Natural Resources Conservation Service

Job Announcement Number: UT-625338-EI-DE

SALARY RANGE: \$31,315.00 to \$61,678.00 / Per Year
OPEN PERIOD: Wednesday, March 14, 2012 to Monday, April 02, 2012
SERIES & GRADE: GS-0457-05/09
POSITION INFORMATION: Full Time - Permanent
PROMOTION POTENTIAL: 9
DUTY LOCATIONS: 1 vacancy(s) - Panguitch, UT United States
WHO MAY BE CONSIDERED: US Citizens and Status Candidates
JOB SUMMARY:

Be Remarkable, Make a Difference! Join the Natural Resources Conservation Service team and help us conserve our nation's natural resources! Visit our web site (<http://www.nrcs.usda.gov>) to learn more.

Natural Resources Conservation Service (NRCS) is known worldwide for its accomplishments and innovations in conservation. The employees of NRCS are recognized for their talent, dedication, and ingenuity in making the agency's programs work as they take necessary steps to reduce erosion, protect wildlife, promote good land use, and other measures to preserve the Nation's natural resources for future generations. Join us in protecting and conserving natural resources on America's private lands! (<http://www.nrcs.usda.gov>).

This announcement is open to all United States citizens. Those who are current or former Federal employees serving under a career or career-conditional appointment and those eligible for consideration under Special Hiring Authority (VEOA, VRA, Peace Corps, VISTA, Americans with Disabilities, ICTAP, CTAP, etc) are eligible under this announcement but may also apply through Status announcement **UT-625247-EI-MP** that runs concurrent with this announcement. One or more positions may be filled from this announcement.

There are 1 positions to be filled with this announcement located in Panguitch, UT. The incumbent serves as a Soil Conservationist for their respective office working with farmers, ranchers, and other land users providing technical assistance in planning and applying conservation practices.

KEY REQUIREMENTS

- U.S. Citizen
- Positive Education required with specialized experience-see Qualifications
- Males born after 12-31-59 must be registered with Selective Service
- Valid Motor Vehicle Operators License
- Suitable for Federal Employment, determined by Background Inv

DUTIES:

- Works with farmers, ranchers, irrigation companies, and other groups in developing conservation plans. Informs farmers and ranchers of the programs available for cost-share assistance through the 2008 USDA Farm Bill.
- Gathers resource inventory information such as crop production, irrigation efficiency, water rights, land-use, water table, and salinity problems to be used in the development of planning alternatives.
- Develops sound planning alternatives for presentation to individual landowners, groups of landowners, or irrigation companies.

QUALIFICATIONS REQUIRED:

To be eligible for the grade of GS-05 the applicant must meet the Basic Requirements:

1. Degree: soil conservation or related agricultural or natural resource discipline such as agronomy, soil science, forestry, agricultural education, or agricultural engineering. The study must have included 30 semester hours in a natural resource or agricultural field, including at least 12 semester

hours in a combination of soils and crops or plant science. Of the 12 semester hours, a minimum of 3 semester hours must have been in soils and 3 semester hours in crops or plant science.

OR

2. Combination of education and experience -- at least 30 semester hours in one or more of the disciplines as shown in A above, including at least 12 semester hours in a combination of soils and crops or plant science, plus appropriate experience or additional education. Of the 12 semester hours, a minimum of 3 semester hours must have been in soils and 3 semester hours in crops or plant science.

To be eligible for the grade of GS-07 the applicant must have in addition to the basic requirements:

One year of specialized experience equivalent to at least GS-5. Specialized experience would be: Under the close supervision of an experienced conservationist assisting land managers in planning and applying conventional conservation practices on their land to maintain or improve production while conserving soil and water resources.

OR

1 year of graduate-level education in a related field *or* superior academic achievement (upper third of graduating class, 3.0 or greater GPA overall or 3.5 or greater GPA within Major, or honor society membership).

To be eligible for the grade of GS-09 the applicant must have in addition to the basic requirements:

One year of specialized experience equivalent to at least GS-7. Specialized experience would be assisting land managers in planning and applying conventional conservation practices on their land to maintain or improve production while conserving soil and water resources.

OR

2 years of progressively higher level graduate education leading to a master's degree *or* master's or equivalent graduate degree

This position has a positive education requirement which means you must meet the basic requirements to be considered. To qualify based on education, you must submit a copy of transcript (may be unofficial copy). Application materials will not be returned. Submit proof of your education with a transcript with credit hours, major(s), and grade point average and/or class ranking. We will be unable to return these to you. You can receive credit for education received outside the United States if you provide evidence that it is comparable to an accredited educational institution in the United States when you apply.

COLLEGE TRANSCRIPTS ARE REQUIRED

Relocation Expenses will NOT be paid

Additional Qualifications:

- A valid Driver's License. You will be required to operate a motor vehicle on both public and private roads during daylight hours and occasionally after dark
- Work is in the field and has a physical component
- You may be required to travel, 1-2 nights per month.
- You will be required to serve a probationary period for 1 year, if you haven't already completed one.
- Status Applicants must meet 12 months/52 weeks of service equivalent to the next lower grade in the normal line of progression for the position to be filled.

You must meet all qualification requirements by the closing date of this announcement.

HOW YOU WILL BE EVALUATED:

Your application will be evaluated and rated under the Category Rating and Selection Procedures. Your resume must support your responses to the occupational questionnaire. We will review your resume and supporting documentation and compare this information to your responses on the occupational questionnaire to determine if you meet the minimum qualifications for this position. If you are basically qualified for this position, we will evaluate your application package, using a panel of subject-matter experts or HR Specialist to assess the quality, depth, and complexity of your accomplishments, experience, and

education as they relate to the critical knowledge, skills, and abilities for the position. We will then place you in one of the following categories and only those in the Best Qualified category will be referred to the hiring manager for further consideration.

Best Qualified: Applicants possess all of the job related competencies identifies as important for successful job performance.

Well -Qualified: Applicants possesses a majority (i.e., more than half) of the job related competencies needed for successful job performance.

Qualified: Applicants meets the basic eligibility and minimum qualification requirements, but does not meet the definition of Well-Qualified or Best Qualified describe above.

Your resume must document the work experience you reflect in the questionnaire. If, after reviewing your resume and or supporting documentation, a determination is made that you have inflated your qualifications and or experience, OR that your resume does not support the score of your questionnaire, your score can and will be adjusted to more accurately reflect your abilities. Please follow all instructions carefully. Errors or omissions may affect your rating.

Your application will be evaluated based on your responses to the on-line questions, specialized experience documented in your resume, and college transcripts. If materials are not received, your application will be evaluated solely on the information available and you may not receive full consideration or may not be considered eligible. All the information you provide may be verified by a review of your application, by checking references and through other means, such as the interview process. Any exaggeration of your experience, false statements, or attempts to conceal information may be grounds for lowering your rating, not hiring you, or for removal after employment begins.

To preview questions please [View Assessment Questions](#).

The on-line occupational questionnaire that you will complete on-line will address the following Knowledge, Skills and Abilities necessary for this position:

1. KNOWLEDGE OF THE PRINCIPLES, METHODS, AND TECHNIQUES OF SOIL CONSERVATION.
2. ABILITY TO COMMUNICATE ORALLY AND IN WRITING.
3. KNOWLEDGE OF SERVICE PROGRAMS, POLICIES, AND PROCEDURES.
4. SKILL IN COMPUTER OPERATIONS.

BENEFITS:

Working for **NRCS** offers a comprehensive benefits package that includes, in part, paid vacation, sick leave, holidays, life insurance, health benefits, and participation in the Federal Employees Retirement System. Additionally NRCS offers FlexiWork, Telework, Transportation Subsidies and a family friendly work environment. The following Web address is provided for your reference to explore the major benefits offered to most Federal employees. To find out more click here <http://www.usajobs.gov/EI/benefits.asp>.

OTHER INFORMATION:

Veterans' Preference: If you are entitled to veterans' preference, you should indicate the type of veterans' preference you are claiming on your résumé and submit documents to support your claim. Your veterans' preference entitlement will be verified by the employing agency.

- For 5-point veterans' preference, please provide your DD-214 (Certificate of Release or Discharge from Active Duty), official statement of service from your command if you are currently on active duty, or other official documentation (e.g., documentation of receipt of a campaign badge or expeditionary medal) that proves your military service was performed under honorable conditions.

- For 10-point veterans' preference, please submit a [Standard Form \(SF\) 15](#), Application for 10-Point Veteran Preference and the required documentation.

For more information about veterans/special hiring eligibility, please visit <http://www.fedshirevets.gov/job/shav/index.aspx>.

Important information for surplus or displaced Federal employees: The Interagency Career Transition Assistance Plan (ICTAP) or Career Transition Assistance Program (CTAP) provides eligible displaced Federal competitive service employees with selection priority over other candidates for competitive service vacancies. If you have been notified in writing that you are a displaced employee eligible for ICTAP/CTAP consideration, you may receive selection priority if: 1) this vacancy is within your ICTAP/CTAP eligibility, 2) you apply under the instructions in this announcement, and 3) you are found well-qualified for this vacancy. To be found well-qualified your application must rate **at or above 85**. You must annotate in your application that you are applying as an ICTAP/CTAP eligible. Please provide proof of eligibility with your application to receive selection priority. Such proof may include a copy of your written notification of ICTAP/CTAP eligibility or a copy of your separation personnel action form. Information about ICTAP/CTAP eligibility is available at http://www.opm.gov/rif/employee_guides/career_transition.asp.

If you are a **current career or career-conditional Federal employee or former Federal employee who has reinstatement eligibility**, you must submit a copy of your latest SF-50 "Notification of Personnel Action" and/or a copy of the SF-50 that reflects career or career-conditional tenure and your most recent performance appraisal (dated within the last 15 months), or your will not be considered under the merit promotion process. If you are unable to provide a recent performance appraisal, you must note this on your application materials with an explanation why you are unable to provide a recent performance appraisal.

You can apply for a non-competitive appointment if you meet the basic eligibility requirements and you are **eligible for special appointments such as those authorized for the severely disabled; disabled veterans; returned volunteers from the Peace Corps or VISTA, etc.** Please indicate the type of special appointment you are seeking, if any, on your application and follow all other instructions for applying shown in this announcement. Employment information for severely disabled applicants may be found at <http://www.opm.gov/disability/PeopleWithDisabilities.asp>.

Selective Service: If you are a male applicant born after December 31, 1959, you must certify that you have registered with the Selective Service System, or are exempt from having to do so under the Selective Service Law. See <http://www.sss.gov/>.

Background Investigation: A background investigation will be required for all new appointments. Your continued employment will be subject to your successful completion of a background security investigation and favorable adjudication. Failure to successfully meet these requirements will be grounds for termination.

E-Verify: Employer participates in E-Verify to verify employment eligibility. Probationary Period: If appointed on first competitive appointment or appointment in new line of work selectee is subjected to 12-month probationary period and can be removed for performance, budget, suitability, background review or other reasons.

Reference Checks may be conducted prior to any interviews being conducted. By applying for this announcement you are giving consent for these reference checks. Checks may include current supervisor, prior supervisor or others in line of sight within previously held positions.

Promotion Potential: When promotion potential is shown, and if selected at the lower grade, the agency is not obligated or committed to promoting you to the higher grade. Promotions depend on your ability to perform the duties, requires a minimum of 12-months time-in-grade and provided you are found otherwise eligible, you'll need to be recommended through the supervisory chain. Promotions are not automatic.

HOW TO APPLY:

To apply for this position, you must provide a complete Application Package which includes:

1. Your Résumé
2. A complete Occupational Questionnaire
3. Additional Required Documents (see Required Documents section below)

The complete Application Package must be submitted by 11:59 PM (EST) on Monday, April 02, 2012. To begin the process, click the **Apply Online** button to create an account or log in to your existing USAJOBS account. Follow the prompts to complete the occupational questionnaire. Please ensure you click the **Submit My Answers** button at the end of the process.

Note: To return to a previously saved or incomplete application you may use the following link:

<https://applicationmanager.gov/>.

To fax supporting documents you are unable to upload, complete this cover page <http://staffing.opm.gov/pdf/usascover.pdf> using the following Vacancy ID 625338. Fax your documents to **1-478-757-3144**.

If you cannot apply online:

1. Click the following link to view and print the occupational questionnaire [View Occupational Questionnaire](#)
2. Print this 1203FX form to provide your response to the occupational questionnaire <http://www.opm.gov/forms/pdfimage/opm1203fx.pdf>, and
3. Fax the completed 1203FX form along with any supporting documents to **1-478-757-3144**. Your 1203FX will serve as a cover page for your fax transmission.

REQUIRED DOCUMENTS:

The following documents are required:

- Résumé or application [OPM Form 612]
- College Transcripts to support Education requirements
- Responses to the questionnaire
- Veterans Preference documentation (DD-214 or equivalent, SF-15 and VA Letter, as appropriate)

AGENCY CONTACT INFO:

Edward Iser
Phone: (801)524-4265
Email: EDWARD.ISER@UT.USDA.GOV

Agency Information:
USDA NRCS WEST
125 S State Street
Room 4402
Salt Lake City, UT
84138
USA

WHAT TO EXPECT NEXT:

After all application packages have been received, we will review your résumé and transcripts to ensure you meet the basic qualification requirements. We will evaluate each applicant who meets the basic qualifications on the information provided in the *Supplemental Questionnaire* and may interview the best-qualified applicants. After making a tentative job offer, we will conduct a suitability and/or security background investigation. A final job offer for this position is typically made within 45 days after the deadline for applications.

Control Number: 311726700

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