



United States  
Department of  
Agriculture

Animal and  
Plant Health  
Inspection  
Service

Wildlife  
Services

National Wildlife  
Research Center

4101 Laporte Ave  
Fort Collins, CO  
80521

An Equal Opportunity  
Employer

## VACANCY ANNOUNCEMENT

**OPEN DATE:** March 27, 2023

**CLOSING DATE:** April 7, 2023

**POSITION TITLE:** Biological Science Technician (Animal Care)

**# OF VACANCIES:** 1

**TYPE OF POSITION:** Term Appointment (initial appointment 13 months; may be extended up to 4 years) with possibility for Benefits, Excepted Service

**WORK SCHEDULE:** Full time

**ANNOUNCEMENT #:** 2023-NWRC-AC-1

**SERIES/GRADE:** GS-404-5

**FULL PERFORMANCE LEVEL:** GS-404-5

**LOCATION:** Fort Collins, CO  
  
(Relocation expenses will not be paid)

**SALARY:** \$41,757 - \$54,289 per year

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### WHO MAY APPLY:

- Must be a U.S. Citizen
- Must be 18 years old
- If you are a male born after December 31, 1959 and are at least 18 years of age, civil service employment law (5 U.S.C. 3328) requires that you must be registered with the Selective Service System, unless you meet certain exemptions (proof of registration and/or exemption required). Website: <http://www.sss.gov>.

### REQUIRED DOCUMENTS:

- Resume (include days/months/years worked, work schedule, and grade level if federal)
  - 1) Personal information such as name, address, contact information
  - 2) Education
  - 3) Detailed work experience related to this position as described in the announcement including
    - Work schedule,
    - Hours worked per week,
    - Dates of employment;
    - Title, series, grade (if applicable)
  - 4) All supervisors' phone numbers and if they may be contacted
  - 5) Other qualifications, such as transcripts (if qualifying on education)

- Transcripts (if qualifying on education)
- DD-214 (Member 4 copy), if applicable for Veteran's Preference
- VA letter required if claiming disabled Veteran's Preference
- Current active-duty members must submit a certification that they are expected to be discharged or released from active duty under honorable conditions not later than 120 days after the date the certification is submitted.

**HOW TO APPLY:** Additional materials not listed above (i.e. position descriptions, training certificates, etc.) may not be considered. Applicants who do not submit the required items listed above may not be considered. Applications with all supporting documents must be submitted to the contact office and must be **RECEIVED** by the **CLOSING DATE** of this announcement.

Interested individuals should send a resume, transcripts, veteran documentation (if applicable) to the address listed here:

**CONTACT OFFICE:**

Michael McBride, DVM  
 Supervisory Veterinary Medical Officer  
 National Wildlife Research Center  
 APHIS Wildlife Services (WS)

4101 LaPorte Ave  
 Fort Collins, CO 80521

Office: 970-266-6364  
 Mobile Phone: 970-893-0204  
[michael.mcbride3@usda.gov](mailto:michael.mcbride3@usda.gov)

The position is with the National Wildlife Research Center (NWRC), Animal Care Unit, located in Fort Collins, CO. This unit is responsible for providing care to animals involved in research, developing and implementing improved methods of care, and maintaining records in accordance with the Animal Welfare Regulations and Good Laboratory Practice standards.

**DUTIES:**

The duties may include, but are not limited to:

- In cooperation with the Supervisor and other team leadership assists with animal care at the facility.
- Provide care for caged or penned captive animals; to include feeding, cleaning kennels and pens, and handling animals with minimal stress to the animal.
- Using a computer, the incumbent inputs data and follows security procedures to preserve the records.
- Assume responsibility in ensuring that appropriate veterinary medical care, as determined by a veterinarian, is available and implemented.
- Collect daily records of animal behavior, response to environmental enrichment, and for forming and following an environmental enrichment schedule.
- Assist with planning and completing routine vaccinations, veterinary care as specified by a veterinarian, and necropsy procedures.

- Maintain detailed knowledge of regulations and directives associated with the Animal Welfare Act, Good Laboratory Practices, Standard Operating Procedures, and documents and policies.
- In cooperation with the Supervisor, assists with research studies and other activities at the facility.
- In cooperation with the Supervisor, assists as directed in the selection of animals of the appropriate age, lineage, medical, and experimental background for studies.

**MINIMUM ELIGIBILITY REQUIREMENTS:**

To qualify, applicants **MUST** meet all minimum qualification requirements, except Medical Requirements, by the closing date of the announcement.

**QUALIFICATIONS REQUIRED:**

**FOR THE GS-05 LEVEL:** Applicants must have one year of specialized experience (equivalent to the GS-04 level) that may have been obtained in the private or public (local, county, state, Federal) sectors which demonstrates:

- Experience capturing and restraining 2 different mammalian species for examinations and transportation.
- Experience capturing and restraining 2 different avian species for examinations and transportation.
- Professional experience maintaining animals in captivity for long periods of time.

**OR** 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 scientific or technical courses such as biology, chemistry, statistics, entomology, animal husbandry, botany, physics, agriculture, or mathematics. At least 6 semester hours of courses must have been directly related to the position to be filled.

NOTE: Equivalent combinations of education and experience are qualifying for this grade level.

**TRANSCRIPTS** are required if:

- You are qualifying for the position based on education.
- You are qualifying for this position based on a combination of experience and education.
- This education must have been successfully completed and obtained from an accredited school, college, or university

**HOW YOU WILL BE EVALUATED**

Applicants who meet basic minimum qualifications may be referred to the hiring manager for selection. Qualified candidates eligible for veterans' preference will receive referral and selection priority over non-veterans.

**OTHER REQUIREMENTS: (if applicable to your position)**

- Must obtain or have a valid driver's license. Operation of Government-owned or leased vehicles may be required.
- Subject to satisfactory adjudication of background investigation and/or fingerprint check.
- Direct Deposit: Per Public Law 104-134 all Federal employees are required to have federal payments made by direct deposit to their financial institution.
- Successfully pass the E-Verify employment verification check. To learn more about E-Verify, including your rights and responsibilities, visit <https://www.e-verify.gov/>.
- Must demonstrate a respect for safety in all operations, including the operation of motor vehicles, firearms, control devices, and equipment.

**Worksite Information:**

This position is located at the duty station listed in this vacancy announcement and is not eligible for scheduled telework or remote work.

- The position requires vigorous activity involving lifting, carrying, pushing, and working outside in adverse conditions.
- Work is performed at the research station, in the office, and occasionally in the field and may involve abnormal working hours.
- Some research efforts may involve temporary duty assignments and travel.
- Weekend and holiday hours may be required

**Emergency Response** – APHIS is an emergency response agency. This means that all Agency employees may be asked or assigned to participate in rotating temporary duty assignments to support emergency programs at some time during their careers with APHIS. It is difficult to predict the frequency with which such emergency situations may occur – and could range from several emergencies in a year to none over the course of many years. In the event that you are called upon to support an emergency program, this may require irregular working hours, including overtime, and may include duties other than those specified in your official position description. While some emergency program support assignments may be able to be performed at the employee's current duty station, in other cases employees may be asked to go on-site to a temporary duty state location. In addition, it may be necessary for employees to participate in multiple rotations to an emergency program assignment. Attempts will be made to keep disruption to the employee to a minimum.

**NOTE: APPLICANTS FOR THIS POSITION WILL BE REQUIRED TO SUBMIT TO URINALYSIS TO SCREEN FOR ILLEGAL DRUG USE PRIOR TO APPOINTMENT. APPOINTMENT TO THE POSITION WILL BE CONTINGENT UPON A NEGATIVE DRUG TEST RESULT. INCUMBENTS OF THIS POSITION WILL BE REQUIRED TO SUBMIT TO URINALYSIS TO SCREEN FOR ILLEGAL DRUG USE ON AN ONGOING BASIS AFTER APPOINTMENT, AS DIRECTED.**

**The United States Government does not discriminate in employment on the basis of race, color, religion, sex (including pregnancy and gender identity), national origin, political affiliation, sexual orientation, marital status, disability, genetic information, age, membership in an employee organization, retaliation, parental status, military service, or other non-merit factor.**

**Reasonable Accommodation Policy-**

Federal agencies must provide reasonable accommodation to applicants with disabilities where appropriate. Applicants requiring reasonable accommodation for any part of the application and hiring process should contact the hiring agency directly. Determinations on requests for reasonable accommodation will be made on a Case-by-Case basis.

A reasonable accommodation is any change in the workplace, or the way things are customarily done that provides an equal employment opportunity to an individual with a disability. Under the Rehabilitation Act of 1973 the Equal Employment Opportunity Commission (EEOC) must provide reasonable accommodations:

- An applicant with a disability needs an accommodation to have an equal opportunity to apply for a job.
- An employee with a disability needs an accommodation to perform the essential job duties or to gain access to the workplace.
- An employee with a disability needs an accommodation to receive equal access to benefits, such as details, training, and office-sponsored events.

**Relocation costs will not be paid for this position.**

**More than one position may be selected from this announcement.**