



**US Army Corps
of Engineers®**

PUBLIC ADVERTISEMENT

**FOR POSITION FILLED UNDER DIRECT HIRE
AUTHORITY (DHA) for Recent Graduates**

Recent Graduates in BIOLOGY, ECOLOGY,
PHYSICAL SCIENCE and ARCHAEOLOGY

Opening and Closing Dates: June 11, 2020 - June 18, 2020

Position Title, Series, Grade: Interdisciplinary Regulatory Project Manager, GS-XXXX-07, GS-XXXX-09, GS-XXXX-11 • 0401 General Natural Resources Management and Biological Sciences • 0408 Ecology • 1301 General Physical Science • 0193 Archaeology

Primary Duty Location: 450 Golden Gate Avenue, San Francisco, CA

Salary Range for GS-7: \$52,759 to \$64,917

Salary Range for GS-9: \$61,084 to \$79,410

Salary Range for GS-11: \$78,081 to \$101,503

Work Schedule: Full-time

Who May Apply: All U.S. Citizens

Appointment Duration: Permanent

Promotion Potential: GS-11

Program Eligibility Requirements:

Recent Grads – Recent graduates who have completed, within the previous two years (veterans may have up to 6 years), a qualifying associates, bachelors, masters, professional, doctorate, vocational or technical degree or certificate from a qualifying educational institution.

We will accept applications from candidates who are within four months of completing their degree requirements. To be considered degree requirements need to be met by August 31, 2020. Unofficial transcripts are required at the time of application.

Travel Requirements: You may be expected to travel for this position. (20% local travel, 5-10% TDY).

POSITION DUTIES:

The purpose of the U. S. Army Corps of Engineers' (USACE) Regulatory program is to improve and enhance the physical, biological and chemical integrity of the nation's water resources, and

ensure regulated activities in these waters are not contrary to the public interest in terms of environmental, social and economic concerns.

- Evaluates applications for permits in waters of the United States
- Analyzes and authors consultation and decision documents pursuant to the provisions of Section 10 of the Rivers and Harbors Act, Section 404 of the Clean Water Act, Section 103 of the Marine Protection, Research, and Sanctuaries Act, and other related acts and statutes including the National Environmental Policy Act, the Endangered Species Act, the Magnuson-Stevens Fishery conservation and Management Act (Essential Fish Habitat), the National Historic Preservation Act and the Coastal Zone Management Act.
- Communicates with the public about permit applications, wetland jurisdictions, etc.
- Coordinates with local, state, federal and tribal agencies and stakeholders
- Conducts public interest and environment review, including 404(b)(1), NEPA, etc., of proposed projects
- Reviews in-depth project plans, specifications and site location impacting waters and wetlands
- Conducts field determinations of wetland jurisdiction. Evaluation of wetland vegetation, soils, and hydrology, which may involve review of, established literature, soil surveys, stream flow records, or other evidence of inundation by surface water or saturation by ground water. Compiles information to document findings.
- Conducts compliance inspections of permitted activities and enforcement actions of unpermitted fill and work activities in wetlands and other waters of the U.S.
- Maintains accurate administrative record for all project files and once project has been completed prepares project file for digital scanning.
- Accurately maintains and updates all mandatory information in the national regulatory database.

Performs other duties as assigned.

Eligibility Requirements.

In order to qualify, you must meet the education and/or experience requirements described below. Experience refers to paid and unpaid experience, including volunteer work done through National Service programs (e.g., Peace Corps, AmeriCorps) and other organizations (e.g., professional; philanthropic; religious; spiritual; community; student; social).

You will receive credit for all qualifying experience, including volunteer experience. Your resume must clearly describe your relevant education and experience.

This position has a positive education requirement based on the occupational series under which you are applying. The requirement is a specific degree in the career field OR a combination of education and experience as described below:

Basic Requirement for Natural Resource Management / Biologist:

A. Degree: Bachelor's degree (or higher degree) in biological sciences, agriculture, natural resource management, chemistry, or related disciplines appropriate to the position.

OR

B. Combination of Education and Experience: Courses equivalent to a major, as shown in A above, plus appropriate experience or additional education.

Basic Requirement for an Ecologist:

Degree: Bachelor's degree (or higher degree) in biology, or a related field of science underlying ecological research that included at least 30 semester hours in basic and applied biological sciences. These hours must have included at least 9 semester hours in ecology, and 12 semester hours in physical and mathematical sciences.

Basic Requirement for a Physical Scientist:

A. Degree: Bachelor's degree (or higher degree) in physical science, engineering, or mathematics that included 24 semester hours in physical science and/or related engineering science such as mechanics, dynamics, properties of materials, and electronics.

OR

B. Combination of Education and Experience: Courses equivalent to one of the majors, as shown in A above, that included at least 24 semester hours in physical science and/or related engineering science, plus appropriate experience or additional education.

Basic Requirement for an Archeologist:

A. Education – Degree: Bachelor's degree (or higher degree) that included 3 semester hours each in the following course areas: (1) history of archeology; (2) archeology of a major geographical area such as North America or Africa; (3) regional archeology, archeological cultures, or sites in a specific part or portion of a major geographical area to acquire or develop a foundation for regional specialization for professional development; (4) theory and methods of archeology. Methods include, but are not limited to, typology, classification, sampling, cultural evolution, diffusion, dating, and analytical techniques; (5) archeological field school, to provide a basic understanding of theoretical and practical approaches to research design implementation, field preservation techniques, and report preparation by participation in actual field work; AND six semester hours of related course work in: (1) geography, geology, or cultural geography; (2) history, historiography, or historical archeology; (3) environmental studies; (4) scientific writing (nonfiction English composition); and/or (5) surveying; AND archeological field school.

OR

B. Education – Related Curriculum: Bachelor's degree (or higher degree) in anthropology (with emphasis on ethnology, physical anthropology, or scientific linguistics), history, American

studies, or a related discipline may be accepted as satisfying in full the educational requirements, provided the curriculum supplied academic course work sufficiently similar to the requirements listed in A above (including archeological field school).

OR

C. Combination of Education and Experience: College-level education or training that provided knowledge equivalent to that described in A above, plus appropriate technical experience or additional education.

OR

D. Experience: Four years of archeological work experience that demonstrated a thorough knowledge of the fundamental principles and theories of professional archeology. The work experience must have included archeology field experience, which may include that gained in an archeological field school. Field experience should have included a combination of professional experience in archeological survey, excavation, laboratory analysis, and preparation of written materials. Applicants with such field experience should, after additional experience under the direction of a higher grade archeologist, be able to demonstrate the ability to be a crew chief, directing the work of others at a single location as a part of a larger archeological project.

In addition to meeting the basic requirement above, to qualify for this position you must also meet the qualification requirements listed below:

GS-07 Specialized Experience: One year of specialized experience which includes evaluating or preparing Regulatory permits, jurisdictional determinations, and monitoring of permit compliance. This definition of specialized experience is typical of work performed at the lower grade/level position in the federal service (GS-05).

OR

Education: One full year of graduate level education in a field which demonstrates the knowledge, skills, and abilities necessary to do the work of the position, such as: Biology, Ecology, Physical science, and/or archaeology.

OR

Superior Academic Achievement. In order to be creditable under this provision, Superior Academic Achievement must have been gained in a curriculum that is qualifying for the position to be filled, such as that identified in Education above. Superior Academic Achievement is based on:

(1) Class Standing - Applicants must be in the upper third of the graduating class in the college, university, or major subdivision, such as the College of Liberal Arts or the School of Business Administration, based on completed courses; OR

(2) Grade-Point Average (G.P.A.) - Applicants must have a grade-point average of either (a) 3.0 or higher out of a possible 4.0 ("B" or better) as recorded on your official transcript, or as computed based on 4 years of education, or as computed based on courses completed during the final 2 years of the curriculum; or (b) 3.5 or higher out of a possible 4.0 ("B+" or better) based on the average of the required courses completed in the major field or the required courses in the major field completed during the final 2 years of the curriculum.; OR

(3) Honor Society Membership - Applicants may be considered eligible based on membership in one of the approved national scholastic honor societies listed by the Association of College Honor Societies (<https://www.achsntl.org/>).

OR

Combination of Education and Experience: A combination of education and experience may be used to qualify for this position as long as the computed percentage of the requirements is at least 100%. To compute the percentage of the requirements, divide your total months of experience by 12. Then divide the total number of completed graduate semester hours (or equivalent) by 18. Add the two percentages.

GS-09 Specialized Experience: One year of specialized experience which includes evaluating or preparing Regulatory permits, jurisdictional determinations, and monitoring of permit compliance. This definition of specialized experience is typical of work performed at the second lower grade/level position in the federal service (GS-07).

OR

Education: Master's or equivalent graduate degree or 2 full years of progressively higher level graduate education leading to such a degree in a field which demonstrates the knowledge, skills, and abilities necessary to do the work of the position, such as: natural resources, ecology or physical science.

OR

Combination of Education and Experience: A combination of education and experience may be used to qualify for this position as long as the computed percentage of the requirements is at least 100%. To compute the percentage of the requirements, divide your total months of experience by 12. Then divide the total number of completed graduate semester hours (or equivalent) beyond the first year (total graduate semester hours minus 18) by 18. Add the two percentages.

GS-11 Specialized Experience: One year of specialized experience which includes reading and analyzing regulations and/or laws; providing research results; participating in meetings; advising stakeholders on jurisdictional and regulatory guidance; researching chemical, biological and other environmental effects of proposed projects; and reviewing application documents. This definition of specialized experience is typical of work performed at the second lower grade/level position in the federal service (GS-09).

OR

Education: Ph.D. or equivalent doctoral degree or 3 full years of progressively higher level graduate education leading to such a degree in a field which demonstrates the knowledge, skills, and abilities necessary to do the work of the position, such as: natural resources, ecology or physical science.

OR

Combination of Education and Experience: A combination of education and experience may be used to qualify for this position as long as the computed percentage of the requirements is at least 100%. To compute the percentage of the requirements, divide your total months of experience by 12. Then divide the total number of completed graduate semester hours (or equivalent) beyond the second year (total graduate semester hours minus 36) by 18. Add the two percentages.

You will be evaluated on the basis of your level of competency in the following areas:

- Environmental Law and Regulatory Compliance
- Manages and Organizes Information
- Technical Documentation

Education

FOREIGN EDUCATION: If you are using education completed in foreign colleges or universities to meet the qualification requirements, you must show the education credentials have been evaluated by a private organization that specializes in interpretation of foreign education programs and such education has been deemed equivalent to that gained in an accredited U.S. education program; or full credit has been given for the courses at a U.S. accredited college or university. For further information,

visit: <http://www.ed.gov/about/offices/list/ous/international/usnei/us/edlite-visitus-forrecog.html>

Conditions of Employment:

- 1) A trial or probationary period may be required in accordance with agency policy.
- 2) Appointment may be subject to a suitability or fitness determination, as determined by a completed background investigation.
- 3) This position requires you to submit a Confidential Financial Disclosure Report (OGE450) upon entry, and annually thereafter.
- 4) This position requires incumbent to obtain and maintain a valid state issued driver's license.

How to Apply:

Provide your current resume, transcripts (unofficial copies are acceptable), and if not yet graduated, proof of enrollment/class registration as follows.

1) Via Email: to Sahrye.E.Cohen@usace.army.mil. Please ensure your email has the following subject line: DHA Recent Graduates

2) Application packages will be accepted through 11:59pm PST on June 18, 2020

Application packages that are received after the closing date, or do not contain resume and transcripts will not be considered.

Reasonable Accommodation Policy

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.

Equal Employment Opportunity Policy

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.