

Major Duties

Plans and conducts studies and investigations concerning biological, chemical, and physical processes that affect biology resources. Deploys data-collection systems and manipulates and analyzes data from these systems. Analyzes and resolves complex conventional problems. Writes comprehensive reports on study findings and recommendations.

Modifies and adapts standard techniques, processes, and procedures; assesses, selects, and applies precedents; and devises strategies and plans to overcome significant resource problems related to ecology, fishery, and/or wildlife habitat restoration.

Analyzes data, performs scientific tests, and conducts studies on the impact of existing or proposed management or public practices on biology resources.

Analyzes data and conducts studies of biological species populations, makes recommendations to improve their habitat, reports on their status as suitable candidates for listing as endangered or threatened species, and develops recovery plans.

Develops plans for biology projects including estimates of personnel, equipment, materials, and schedules required to carry out plans. Recommends modifications to project objectives and associated documentation in accordance with established directives. Conducts analyses, and reviews results of studies or investigations. Writes reports that include recommendations for changes, elimination, or improvement of operations and program plans.

FACTOR 1 - KNOWLEDGE REQUIRED BY THE POSITION (Level 1-7, 1250 points)

Professional knowledge of biology theories, concepts, and principles and a working knowledge of related disciplines in order to conduct complex biological studies and investigations.

Knowledge of specialized equipment used in biological studies to plan, conduct and modify varied and complex scientific tests and compile valid and reliable data.

Ability to analyze complex biological science data, and utilize specialized computer software in order to evaluate varied ecological conditions and diverse scientific processes.

Ability to plan and conduct complex scientific projects and write comprehensive written study reports.

FACTOR 2 - SUPERVISORY CONTROLS (Level 2-4, 450 points)

The supervisor sets the overall objectives, priorities, and deadlines. The scientist is responsible for independently planning own work, coordinating this work with other scientists, and resolving technical problems. The scientist keeps the supervisor informed of progress and unusual conditions, adverse reactions or publicity that might arise from study findings or conclusions. The

individual's analysis, recommendations, and conclusions are relied upon as being technically correct. Completed work is reviewed for adherence to overall program policies, compatibility with other work, and attainment of study objectives and deadlines.

FACTOR 3 GUIDELINES (Level 3-3, 275 points)

Guidelines include policy, procedural, and technical manuals and handbooks; standard professional practices; published research results and related scientific reports; and annual work plans that do not always address specific sets of problems or circumstances encountered. As a result, periodic departure from standardized procedures or conventional study approaches for completion of assignments is required. The scientist modifies existing methods or procedures and makes or recommends compromises required by technical considerations.

FACTOR 4 COMPLEXITY (Level 4-4, 225 points)

Assignments involve resource issues that require in-depth analysis and evaluation of alternatives, and the resolution of environmental problems and conflicts. The work involves identification of the boundaries of problems involved, the kinds of information needed to solve problems encountered, and the criteria and techniques to be applied in meeting assignment objectives. The incumbent must apply many different biological concepts, demonstrate flexibility in approaching problems, relate new work situations to precedent situations, and extend or modify existing techniques or develop compromises.

FACTOR 5 SCOPE AND EFFECT (Level 5-3, 150 points)

The purpose of the work is to investigate and analyze conventional biological science conditions and problems. The work affects the protection, management, and use of biological resources.

FACTORS 6 & 7 NATURE AND PURPOSE OF CONTACTS (Level 3b 110 points)

Contacts are with bureau employees and with individuals and groups outside the bureau such as biologists and managers from other agencies, contractors, or the general public.

Purpose of contacts is to coordinate work efforts, solve problems, or provide advice on non-controversial issues.

FACTOR 8 PHYSICAL DEMANDS (Level 8-2, 20 points)

The work requires some physical exertion such as walking over wet, rough, uneven, or rocky surfaces; and bending, crouching, stooping, stretching, reaching, or similar activities. The work requires moderate physical ability and average agility and dexterity.

FACTOR 9 WORK ENVIRONMENT (Level 9-2, 20 points)

Work is performed in an office, laboratory, and/or in the field. The office is adequately lighted, heated, and ventilated. Temperature and weather extremes may be encountered in the performance of the outdoor work. Field and laboratory duties may require the use of special protective gear. The incumbent is expected to conduct duties in a safe and orderly manner so as not to endanger self, fellow workers, or property with which entrusted.

TOTAL POINTS 2500

GRADE CONVERSION GS-11

