

Position Evaluation

Classification:

*Interdisciplinary
GS- 14

PD#

Organization:

USACE –MSC
Civil Works Management Directorate
Operations Division

1. References:

- a. OPM GS-0401, General Biological Science Series (series definition, Oct 90)
- b. OPM PCS,GS-0460, Forestry Series, Part I, Dec 79
- c. OPM PCS, GS-0482/0486, Fishery/Wildlife Biology Series, Jan 91

2. Series and Title Determination:

Position serves as MSC Natural Resources Management Program Manager with responsibility for the coordination, administration, and management of Recreation, Natural Resources, Land Management, and Environmental Compliance Programs at Corps operated Civil Works Water Development projects. Duties and responsibilities of the position requires knowledge and application of the professional concepts, principles, and methodology of a number of biological specializations such as forestry, wildlife biology, and fishery biology, with administrative knowledge and abilities for the management of parks, recreation facilities, land and minerals, economics, and planning as applied to the management of all resources at Corps operated and maintained water resource development projects. Position, in a professional status, is determined to meet the criteria as “Interdisciplinary” as management has determined that none of the professional disciplines are controlling for recruitment and placement purposes. Position is classifiable as any of the following:

General Biologist, GS-0401

Forester, GS-0460

Fishery Biologist (Management), GS-0482

Wildlife Biologist (Management), GS-0486

3. Grade Determination:

Grade of the position is determined by comparison of duties and responsibilities with criteria as presented in 9 factor (FES) format for Forestry, Fishery Biology, and Wildlife Biology. Consideration was given to the application of criteria as provided for Wildlife Refuge Management occupations, GS-0485, dtd May 1990, however, as provided in series coverage this standard appears to be a single agency standard applicable only to positions engaged in biological work within the confines of a National Wildlife Refuge System administered under the jurisdiction of the U.S. Department of Interior, Fish and Wildlife Service. Summaries of factor evaluations follow:

Factor 1 – Knowledge Required by the Position Level 1-8 1550 pts

Mastery in a professional specialty or scientific field such as forestry, fishery biology, or wildlife biology with advanced knowledge of natural resources management to apply new scientific findings, developments, and advances to the solution of unique, novel, and controversial issues. Comparable to illustrations provided in the standards involving the provision of technical leadership, staff level coordination, and consultation for a major fisher/wildlife or forestry resource program in a large geographical area.

Factor 2 – Supervisory Controls Level 2-5 650 pts

Under general administrative supervision with program responsibility for the MSCs Natural Resource Program, acceptance of recommendations and decisions as authoritative, and review of work normally only in relation to policy and administrative requirements.

Factor 3 – Guidelines Level 3-5 650 pts

Occupied with a variety of major and complex problems in a large regional area of multiple natural resource projects for which, in many instances, little information is available or there is a lack of specific guidelines. Requiring the development of specific guidance for application to responsible MSC program operations, which may be used on an MSC wide or national basis from expertise provided by incumbent in serving on various teams and other programs at higher headquarters or national levels.

Factor 4 – Complexity Level 4-5 325 pts

Variety of assignments in the broad area of MSC natural resource programs requiring many different and unrelated processes applied to a broad range of activities covering a wide geographic area of several district operating programs within several states.

Factor 5 – Scope and Effect Level 5-5 325 pts

Purpose of the work to manage and coordinate the MSC Natural Resource Program requiring the development of new approaches and techniques for the use of subordinate district programs and contribute to the improvement of MSC-wide and national programs.

Results of work affects resource management operations throughout the MSC with impact on resource management issues of other MSC, Federal, state and county programs.

Factor 6 – Personal Contacts Level 6-3 60 pts

Contacts on a regular basis with a variety of professional subject matter specialists in resource management activities and related disciplines within the MSC, other MSCs, MACOM, agency, state, private, and local organizations.

Factor 7 – Purpose of Contacts Level 7-3 120 pts

To negotiate controversial issues, influence, or persuade acceptance of viewpoints on policy matters, etc. in reaching objectives.

Factor 8 – Physical Demands Level 8-1 5 pts

Primarily sedentary.

Factor 9 – Work Environment Level 9-1 5 pts

Primarily office setting.

Summary: FES evaluation provides a total value of 3690 points, within the range of 3605-4050 points, which converts to GS-14 by application of grade conversion table.

4. Conclusion:

Series and title of the position is determined as “Interdisciplinary” for assignment to any of the series and title designations provided in paragraph 2 of this evaluation at GS-14.