



United States Department of the Interior
National Park Service

Temporary Recruitment Bulletin

Hiring Agency	Department of the Interior, National Park Service	Who May Apply	U.S. citizens, nationals or those who owe allegiance to the U.S. with or without Federal status, may apply and be considered.
Position Title	SFAN Botanist	Series/Grade	GS-0430-09
Open Period	01/22/2023 to 01/31/2023	Duty Locations	Sausalito, CA
Salary	\$33.86 per hour	Work Schedule	Full-Time

For More Information:

Name: Jena Hickey

Email address: jena_hickey@nps.gov

Duration of Appointment: This is a temporary excepted service position not-to-exceed 1 year but may be extended up to 2 years.

Travel Required: Typically 4d/month, up to 10d/month

Relocation: Relocation expenses will not be paid.

Additional Bureau and Park Information:

Learn more about what it's like to work at National Park Service, what the agency does, and about the types of careers this agency offers:

<https://www.nps.gov/aboutus/index.htm/>.

The park(s) for this job opportunity announcement are listed by location. For more information on the program and parks associated with this announcement, select the following links:

[San Francisco Bay Area Inventory & Monitoring \(U.S. National Park Service\) \(nps.gov\)](#)

[Point Reyes National Seashore \(U.S. National Park Service\) \(nps.gov\)](#)

[Golden Gate National Recreation Area \(U.S. National Park Service\) \(nps.gov\)](#)

[Pinnacles National Park \(U.S. National Park Service\) \(nps.gov\)](#)

[John Muir National Historic Site \(U.S. National Park Service\) \(nps.gov\)](#)

Major Duties:

SFAN Botanist Standard Duties:

- Implements the Invasive Species Early Detection protocol and the Plant Community Monitoring protocol of the SFAN Inventory and Monitoring Program
- Carries out statistically valid data collection and ensures quality control and quality assurance (QAQC) of the data collected under the above two protocols
- Supervises field crews as they implement the above two protocols, as they enter and QAQC the data, and as they collect native seeds for a BIL-funded seed-collection project
- Regularly and accurately identifies California native and non-native flora to species and trains field crews in the same
- Coordinates with park units within SFAN to accomplish implementation of the above two protocols and, where appropriate, to complement park efforts related to monitoring plant communities and detecting invasive plant species
- Prepares grammatically and statistically correct annual reports, including data analyses, associated with implementing the above two protocols

Key Requirements:

- U.S. Citizenship required
- Appointment subject to background investigation and favorable adjudication.
- Males must meet Selective Service Registration Act requirement.
- You will be required to participate in the Direct Deposit Electronics Funds Transfer Program.
- You may be required to wear a uniform and comply with the National Park Service uniform standards. A uniform allowance will be provided.
- A valid driver's license is required
- Experience in accurately identifying native and non-native California plant species is required
- You may be required to work on-call, evenings, weekends, holidays, overtime and/or shift work.

Qualifications

Quality Ranking Factor: ability to accurately identify California plants.

To qualify for the GS-09 level, applicants must meet the following:

Degree: Successfully completed a full 4-year course in an accredited college or university leading to a bachelor's or higher degree that included a major field of study in botany; or basic plant science that included at least 24 semester hours in botany.

OR

Combination of Education and Experience: Courses equivalent to a major in botany or basic

plant science that included at least 24 semester hours in botany, as shown above, plus appropriate experience or additional education.

Evaluation of Education: Courses in basic botany, plant anatomy or morphology, cytology, histology, genetics, taxonomy or systematics, algology, mycology, ethnobotany, and those dealing with specific problems of a botanical nature or with specific groups of plants are qualifying.

In Addition to meeting one of the education requirements above, applicants must also possess

Education: 2 years of progressively higher-level graduate education leading to a master's degree *or* master's or equivalent graduate degree that included a major field of study in botany.

OR

Specialized Experience: 1 year of specialized experience equivalent to at least the GS-7 level in the federal service; Specialized experience is (1) experience working on ecological monitoring or management of vegetation; (2) experience leading vegetation-monitoring field crews; (3) experience in creating vegetation data for Geographic Information System (GIS) program; (4) experience overseeing data entry and quality review of vegetation programs; (5) experience preparing reports and updates; (6) demonstrated proficiency in identification of coastal California plants required prior to entrance on duty (EOD)

OR

Equivalent combination of experience and education that, together, equal 100% of the qualification standards listed above when combined.

To qualify based on education, you must submit a legible copy of transcripts from an [accredited institution](#) with your name, school name, credit hours, course level, major(s), and grade-point average or class ranking. Transcripts do not need to be official, but if you are selected for this position and you used your education to qualify, you must provide official transcripts before you begin work.

If you are using [education completed in foreign colleges or universities](#) to meet qualification requirements, you must show that your 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.

All qualifications must be met by the closing date of this announcement (unless otherwise stated in this bulletin).

Credit will be given for all appropriate qualifying experience. To receive credit for experience, your resume **MUST** clearly indicate the nature of the duties and responsibilities for each position, starting and ending dates of employment (month/year), and the resume must reflect full and/or part-time or total number of hours worked (i.e., work 40+ hours a week, rather than indicating full-time). If part-time, the hours must be annotated to be able to pro- rate the amount qualified specialized experience.

Please Note Additional Requirement:

In addition to the above required qualifications, to be eligible for hire, applicants must enter on duty prior to February 26, 2023, therefore all clearances must be met prior to this date.

Evaluations:

Applicants will not be rated or ranked. All applicants that meet the basic eligibility and minimum qualification requirements of the position will be referred to the selecting official in preference eligible order.

Additional Bulletin Information:

- **PHYSICAL DEMANDS:** Standing for long periods of time, walking, bending, lifting up to 40 pounds, and sedentary work is required. Physical fatigue and mental stress can occur due to extended field work and due to concentration during sustained data analyses or report writing, respectively.
- **WORK ENVIRONMENT:** Work is often performed outdoors in uneven or rugged terrain that results in exposure to extremes of temperature, rain, snow, wind, and direct sunlight. Report writing and data analyses are typically performed indoors in a sedentary environment inside a historic building with drafty windows. Duties may be performed alone when teleworking or when team members are not in the office.
- This announcement may be used to fill additional positions if identical vacancies occur within 90 days of the issue date of the referral certificate.

Benefits:

Eligibility for benefits depends on the type of position you hold and whether your position is full-time, part-time, or intermittent. Contact the hiring agency for more information on the specific benefits offered.

Required Documents:

The following documents are required and must be submitted by 11:59 PM (EST) on January 31, 2023:

1. **Resume** which includes a list of all significant jobs held and duties performed, dates specified in month and year format, and the resume must reflect full and/or part-time or total number of hours worked (i.e., work 40+ hours a week, rather than indicating full-time). If part-time, the hours must be annotated to be able to pro-rate the amount of qualified specialized experience. If military or civilian, please include your rank and/or grade.
2. **Other Supporting Documents**, if applicable, such as:
 - [Veterans Preference Documentation:](#)
 - If you are a **Discharged, Non-Disabled Veteran**, you must submit a copy of your DD-214 showing character of discharge (Member 4 copy), or

other Documentation of Service and Separation under Honorable Conditions, as listed on the [SF15](#). If you don't have your DD-214, you may request it after discharge from the [National Archives](#).

- If you are a **veteran within 120 days of discharge**, you must submit signed documentation from the Armed Forces certifying: 1) your expected release/retirement from active duty, 2) under honorable conditions, 3) your pay grade/rank/rate at time of discharge, 4) dates of active duty service, 5) any campaign or expeditionary medals received, & 6) dated within 120 days of your separation.
- If you are a **Disabled Veteran, Purple Heart Recipient, or [Mother or Spouse of a Disabled or Deceased Veteran](#)**, you must submit all additional proof required by the [SF15](#), and if applicable, a completed [SF15](#). You may request a copy of your Department of Veterans Affairs letter from www.ebenefits.va.gov or call 1-800-827-1000 to establish proof of disability.

3. College transcripts.

Do not submit photographs with your application package. Documents with photographs may not be seen by hiring officials - you must remove your image from any badges, licenses, etc.

Do not upload Adobe portfolio documents. Adobe portfolio documents are not viewable by our agency's staffing offices.

How to Apply:

To receive consideration, you must meet the minimum qualifications requirements for this position and submit the documentation specified in the Required Documents section via email to jena_hickey@nps.gov. The complete application package must be submitted by 11:59 PM (EST) on January 31, 2023.

- 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.
- 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.

Please Note Additional Requirement:

In addition to the above required qualifications, to be eligible for hire, applicants must enter on duty prior to February 26, 2023, therefore all clearances must be met prior to this date.