



## **Willamette National Forest**

### **OUTREACH NOTICE**

**~ 2- Positions ~**

**Trails and Wilderness Program Manager  
GS-0301/0401/0462-7/8/9  
McKenzie River and Detroit Ranger Districts  
McKenzie Bridge, OR / Detroit, OR**

The McKenzie River Ranger District and Detroit Ranger District (also referred to as the Santiam River Zone) will soon be advertising for two permanent Trails and Wilderness Program Managers, **GS-0301/0401/0462-7/8/9** positions. The duty stations for these two positions include:

- McKenzie Bridge, OR
- Detroit, OR

The purpose of this Outreach Notice is to inform the potential applicant pool of these positions.

If you are interested in these positions please complete the attached **Outreach Response Form** and return it to [Jonathan Erickson and Annette Smits](#) (**ctrl click to email**), (District Recreation Staffs for McKenzie River and Detroit Ranger Districts) via email. Please return your outreach response no later than **March 18<sup>th</sup>, 2020**.

### **ABOUT THE POSITION**

The district Trails and Wilderness Program Manager positions provide candidates an incredible opportunity to manage and lead recreation programs located on the west slope of Oregon's Central Cascades. Each district offers a wide range of recreation opportunities and activities that attract millions of visitors each year. On **McKenzie River Ranger District**, the incumbant will provide leadership, technical support and stewardship to:

- Three Sisters and Mt. Washington Wilderness Areas
- The McKenzie River National Recreation Trail
- The Pacific Crest National Scenic Trail
- Substantial pedestrian bridge maintenance and construction program
- Santiam Pass OHV
- Winter nordic and motorized sno-park and trails system
- Hoodoo Ski Resort permit support
- Support of and coordination with multiple partnership groups

On **Detroit Ranger District / Santiam River Zone**, the incumbant will provide leadership, technical support, and stewardship to:

- Mt. Jefferson, Opal Creek, Bull of the Woods, Menagerie, and Middle Santiam Wilderness Areas
- The Pacific Crest National Scenic Trail

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- McCoy Motorized Recreation Area
  - Old Cascades Trail System
  - Winter nordic and motorized sno-park and trails system
  - Support of and coordination with multiple partnership groups

Both of these positions are essential for building and maintaining partnerships including the High Cascades Forest Volunteers, Backcountry Horsemen, Mt. Jefferson Snowmobile Club, Oregon Nordic Club, Friends of Central Cascades Wilderness, as well as other groups. Both of these positions serve on the Cascade Crest Wilderness Working Group which is comprised of representatives from both Willamette and Deschutes National Forests'. The trails and wilderness program managers are essential for short to mid term planning and project implementation. Additionally, the incumbants will regularly coordinate and request funding from various sources including Oregon Recreation Trails Program.

### **GENERAL REQUIREMENTS:**

We are outreaching these positions with three different job series including a career ladder opportunity. GS-09 is the target grade for this position and we want to provide qualified candidates an opportunity to professionally develop within the position. For this reason, the outreach response will guide our final selection of job series so that the largest number of candidates can apply for the position. The following qualifications are from FS4350 position description at the GS-09 grade and these qualifications may change during the actual job announcement based upon the outreach response.

The qualifications for this position are as follows:

Professional knowledge of natural resource, biological science, landscape architecture, and/or social science principles and concepts and a practical knowledge of conventional methods and techniques sufficient to undertake routine natural resource management projects involving recreational resource use and development, wilderness management, special uses, and integrate recreation, interpretive/scenery design into land use plans.

Knowledge sufficient to interpret the effect and impact of any change in the level or type of use of assigned resources on other resources such as timber, wildlife, soils, hydrology, archeology, botany, fish/wildlife, and water.

Knowledge of Forest Service policies, procedures, and statutory requirements for multiple-use and sustained yield resource management.

Professional and technical knowledge of developed recreation management to evaluate facility condition and maintenance needs, prepare maintenance plans and schedules, coordinate maintenance and construction activities, and participates in recreation development planning for multiple recreational uses appropriate to social interests and natural resources available.

Professional and technical knowledge of wilderness management to evaluate condition and monitoring needs, evaluate Wilderness Character, interpret monitoring data and implement appropriate actions to maintain standards. Participates in wilderness planning for multiple wilderness uses appropriate to social interests, scientific, educational and natural resources.

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Professional and technical knowledge of special use management to evaluate needs, prepare authorizations and operating plans, coordinate inspections, and activities.

Knowledge of supervision and personnel practices and procedures in order to carry out responsibilities and to plan/integrate work schedules to meet unit needs.

Knowledge of management principles and practices related to program and workforce planning, supervision and training of employees to promote a well-trained and qualified workforce.

Guidelines include agency handbooks, manuals, land use plans, and annual program of work. The guides are not specified to on-the-ground conditions that exist at any point in time or to the handling of particular problems. Incumbent must select from alternative methods or approaches which appear appropriate to the existing situation and make or recommend compromises required by technical considerations

**Human Resources Experience and Educational Requirements:**

**Forestry Technician, 0462 - GS-462:**

**Specialized Experience (for positions at GS-4 and above):**

In addition to the experience requirements described in the group coverage standard, seasonal experience may also be creditable. A season of experience is considered to be a period of no less than 3 months of continuous employment on a seasonal basis. Shorter periods may be combined to make a season, provided a total of at least 3 months' experience is shown. For any period where the work exceeded 3 months, the excess work is credited towards an additional season of experience. One season of experience is qualifying for GS-2; 2 seasons of experience qualify for GS-3; and 4 seasons of experience qualify for GS-4. Examples of qualifying specialized experience include:

- Forestry aid or technician work.
- Engineering, range, or soil conservation technician work that involved the application of cultural, resource conservation, or land management practices on non-forest or ranch lands when combined with knowledge of forestry operations and equipment.
- Farming or ranching work that involved application of cultural and soil and water conservation practices, including safety and use of equipment, and that provided a basic understanding of land use.
- Forest or range fire control, prevention, or suppression work.

**OR**

**Education and Training**

**For GS-6 and above:** Graduate education or an internship meets the specialized experience required above GS-5 only in those instances where it is directly related to the work of the position. One full year of graduate education meets the requirements for GS-7. Two full years of graduate education or a master's degree meets the requirements for GS-9. One year of full-time graduate

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education is considered to be the number of credit hours that the school attended has determined to represent 1 year of full-time study. If that information cannot be obtained from the school, 18 semester hours should be considered as satisfying the 1 year of full-time study requirement. Part-time graduate education is creditable in accordance with its relationship to a year of full-time study at the school attended.

**Combining Experience and Education:** Equivalent combinations of successfully completed post-high school education and experience are also qualifying. If education is used to meet specialized experience requirements, then such education must include courses directly related to the work of the position. (When crediting education, prorate the number of hours of related courses required as a proportion

**Program Management, 301 - GS-301:**

**Experience and Education Requirements**

The following table shows the amounts of education and/or experience required to qualify for positions covered by this standard.

GRADE/ POSITIONS	EXPERIENCE		EDUCATION
	GENERAL	SPECIALIZED	
GS-6 and above All positions	None	1 year equivalent to at least next lower grade level	Generally, not applicable

**NOTE:** Equivalent combinations of education and experience are qualifying for all grade levels and positions for which both education and experience are acceptable.

**General Experience:** Progressively responsible clerical, office, or other work that indicates ability to acquire the particular knowledge and skills needed to perform the duties of the position to be filled.

**Specialized Experience:** Experience that equipped the applicant with the particular knowledge, skills, and abilities (KSA's) to perform successfully the duties of the position, and that is typically in or related to the position to be filled. To be creditable, specialized experience must have been equivalent to at least the next lower grade level. Applicants who have the 1 year of appropriate specialized experience, as indicated in the table, are not required by this standard to have general experience, education above the high school level, or any additional specialized experience to meet the minimum qualification requirements.



**General Natural Resources Management and Biological Sciences Series, 0401**

**Basic Requirements**

1. **Degree:** biological sciences, agriculture, natural resource management, chemistry, or related disciplines appropriate to the position.

OR

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

**Experience and education requirements for GS-7 and above**

In addition to meeting the basic entry qualification requirements, applicants must have specialized experience and/or directly related education in the amounts shown in the table below.

<b>GRADE/ POSITIONS</b>	<b>EDUCATION</b>	<b>SPECIALIZED EXPERIENCE</b>
<b>GS-7</b>	1 year of graduate-level education <i>or</i> superior academic achievement	1 year equivalent to at least GS-5
<b>GS-9</b>	2 years of progressively higher level graduate education leading to a master's degree <i>or</i> master's or equivalent graduate degree	1 year equivalent to at least GS-7

**ABOUT THE DISTRICTS**

**McKenzie River Ranger District** is situated in the middle of Willamette National Forest and borders Deschutes National Forest to the east. McKenzie River Ranger District manages approximately 556,000 acres including the Three Sisters and Mount Washington Wilderness areas. The district offers a wide variety of recreational opportunities including: backpacking, hiking, fishing, hunting, skiing, rafting, downhill skiing, nordic skiing, snowmobiling, mountain biking, and off road motorized recreation. Recreation is an important part of the McKenzie River Valley economy which provides opportunities for recreation outfitter guiding, special events, and commercial filming. The district has a very active timber program and timber harvesting is an important component of the rural economy.

The McKenzie River Ranger District is located within the small town of McKenzie Bridge, OR. It is approximately 55 miles from Eugene, OR and 75 miles west of Bend, OR and is in the heart of the Oregon Cascades. Government housing may become available for rent. Private rentals in the area average from \$850 - \$1400 per month. Many employees working on the district live in the Eugene and Springfield area and then commute to the district in a forest sponsored van pool.

The **Detroit Ranger District / Santiam River Zone** manages 496,128 acres including the Mt. Jefferson

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Wilderness located along the Cascade Crest, the Opal Creek Scenic Recreation Area and Wilderness and Detroit Lake. The district offers a wide variety of recreation opportunities including: backpacking, hiking, fishing, hunting, cross-country and downhill skiing, rafting, canoeing, sailing, bicycling and horseback riding.

**Note: the Detroit Ranger District is included in the Portland/Vancouver/Salem locality pay area and is subject to a 23.13% locality pay adjustment.**

### **ABOUT DETROIT AND THE SURROUNDING COMMUNITIES**

Detroit is located in the North Santiam River Canyon, in the heart of the Cascades, approximately 50 miles east of Salem along Highway 22 and 70 miles west of Bend. The North Santiam Canyons economic base is heavily supported by tourism in the Detroit Lake area and also a strong local timber industry. Detroit Lake is a popular lake in Oregon known for its excellent waterskiing, boating, fishing and camping. There are several small communities within easy commuting distance of the Ranger District including Detroit, Idanha, Gates, Mill City (nearest school district and medical facility), Mehama and Lyons. Some employees commute from Salem and Stayton (nearest hospital). Housing is available in the North Santiam Canyon. Government housing may be available for rent at the Detroit Ranger Station.

**FOR MORE INFORMATION** about the Willamette National Forest, please visit our web site at: <https://www.fs.usda.gov/willamette>

There are many internet resources for additional information about this amazing place to live and work. Here are a couple:

- Eugene Chamber of Commerce - <https://www.eugenechamber.com/>
- Travel Lane County - <https://www.eugenecascadescoast.org/>
- North Santiam Chamber of Commerce - [www.nschamber.org](http://www.nschamber.org)

**FOR MORE INFORMATION** about this vacancy please contact:

**For more information on the McKenzie River Ranger District Position contact:**

Jonathan Erickson  
District Recreation Staff  
541-822-7238  
[Jonathan.erickson@usda.gov](mailto:Jonathan.erickson@usda.gov)

**For more information on the Detroit Ranger District Position contact:**

Annette Smits  
District Recreation Staff  
503-854-4208  
[Annette.smits@usda.gov](mailto:Annette.smits@usda.gov)



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**Willamette National Forest Outreach Response Form**

**Due: March 18<sup>th</sup>, 2020**

Attn: [Jonathan Erickson & Annette Smits](#) (ctrl click to email)  
Title of Position: **Trails and Wilderness Program Manager**  
Pay Plan, Series, Grade: **GS-0301/0401-7/8/9**

Name:  
Address:

E-mail Address:  
Phone:

**Which Position(s) are you interested in (check all that apply)?**

- McKenzie River Ranger District**  
 **Detroit Ranger District**  
 **Both**

**Are you a current federal employee?**      Yes \_\_\_\_\_      No \_\_\_\_\_

**If Yes:**

Agency \_\_\_\_\_      Location \_\_\_\_\_  
Current Position, Series, and Grade \_\_\_\_\_  
Status (Permanent or Temporary Appointment) \_\_\_\_\_

**If No:**

Current Employer: \_\_\_\_\_

Current Position Title & Salary: \_\_\_\_\_

**Do you qualify for any of the following programs? If so, please check the box that corresponds to your affiliation.**

**Remember to check the appropriate boxes below and attach your resume.**

- VRA** – Veterans Recruitment Appointment Authority (disabled veterans, veterans who served in a declared war, or in a campaign for which a campaign badge has been authorized, or awarded a Armed Forces Service Medal, and separated from active duty in the past 3 years)

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- Military Spouse Hiring Authority** - Three categories that determine eligibility: those who are relocating with their service-member spouse as a result of permanent change of station (PCS) orders, spouses of service members who incurred a 100% disability because of the service member's active duty service, and spouses of service members killed while on active duty.)
  - VEOA** – Veterans Employment Opportunity Authority (Veterans who qualify for Veterans Preference Points based on their service will receive either 5 or 10 points on their civil service examination or experience and education evaluation. These points can place you higher on the list than other applicants. Many veterans who qualify for Veterans Preference Points also have Protected Veterans Status, which can be helpful in certain hiring situations. Also allows eligible veterans to apply for merit promotion vacancies otherwise not open to external candidates without career status)
  - Prior AmeriCorps/VISTA** - Persons are granted a one-year period to be non-competitively appointed to a normally competitive Federal position after leaving the Peace Corps or AmeriCorps VISTA with a certification of eligibility)
  - 30% Disabled Veterans Appointing Authority** - Disabled veterans who were retired from active military service with a 30% or more disability rating; disabled veterans rated by the Veterans Affairs as having a compensable service-connected disability of 30% or more)
  - Prior Peace Corps** - Former Peace Corps volunteers who have satisfactorily completed 3 years of continuous service into career or career-conditional permanent positions)
  - Schedule A Disabled Persons Hiring Authority** - Persons with physical or mental disabilities certified by a licensed medical professional, Veterans Administration or a State Rehabilitation Agency as eligible)
  - Reinstatement Rights** - Agencies may reappoint people previously employed under a career or career-conditional appointment by reinstatement to a competitive service position)
  - Pathways Student Hiring Authority** - Pathways Internship or Recent Graduate having program completion letter signed by the unit in which their requirements were met)
  - Resources Assistance Direct Hiring Authority** -The Resource Assistants Noncompetitive Hiring Authority grants individuals who have successfully completed the requirements of their Resource Assistants Program the ability to apply to internal merit announcements. Individuals must be U.S. Citizens and may be appointed to General Schedule positions on a permanent basis in the competitive service. While this is called a noncompetitive hiring authority, it does not provide a candidate an entitlement to federal employment or enable a candidate to be selected without merit based competition. It is at the discretion of the hiring agency and manager whether to hire an eligible candidate listed on a merit certificate under this authority. )
  - Land Management Workforce Flexibility Act** - Current and former temporary and term employees in the competitive service of land management agencies that met the following requirements: Initially appointed using competitive procedures; served under one or more time-limited appointments in a land management agency for a period or periods totaling more than 24 months without a break of 2 or more years; performance was at an acceptable level throughout the service period(s); and most recent separation was for reasons other than misconduct or performance.

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