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### **Full-Time Permanent Hire Outreach Notice**

**Forest Technician GS-0462-04/05/06 Target Grade 07**

**Timber Stand Improvement (Silviculture)**

**Swan Lake Ranger District Bigfork, MT**

**Flathead National Forest**

Reply by:**September 29th, 2023**

**The Potential:**

The Flathead National Forest is currently seeking a candidate to fill for a Forest Technician (Timber Stand Improvement), GS-462-04/05/06 with a target grade of 07 Full Time Permanent. The position is located at the Swan Lake Ranger Station Office in Bigfork, MT. The purpose of this outreach notice is to inform the pool of potential applicants about this employment opportunity and determine the interest in this position.

This position will be advertised in USAJobs from October 24 to November 1, 2023 as part of the Society of American Foresters hiring event. Non-competitive lateral placement may be considered with Leadership approval.

**Major Duties:** This position is a career ladder GS-0462 -04/05/06 target grade 07 Forest Technicianposition overseeing a small team on the district that is responsible for performing technical duties in timber stand improvement, reforestation, and tree improvement. The position will be supervised by the Forest Culturist supporting the Swan Lake Ranger District as well as the overall Forest needs. Also, this position will require coordination with the district silviculturist and fuels specialist.

This position is established on a Forest Service unit to perform technical duties in timber stand improvement, reforestation, and tree improvement. Develops the schedule and work plans for monitoring and inspecting timber stand improvement and reforestation activities. Performs reforestation and stocking surveys in accordance with established procedures to determine planting needs, need for site preparation, plantation conditions, and seedling survival. Performs surveys to determine degree and kind of animal and insect damage existing in assigned area.

Performs timber stand improvement surveys to determine stand conditions and the need for TSI treatments, such as pre-commercial thinning, mistletoe treatment, pruning, and fertilization. Traverses project areas, determines acreage, and drafts maps of those areas. Collects technical data needed to prescribe stand treatment, to include measurements such as radial growth, basal area, site index, stand density, stand condition, etc. Based on field analysis, assists in preparation of the technical specifications for TSI, tree planting, brush release, or animal damage control contracts. Serves as COR or inspector on specific contracts as assigned and/or supervises force account projects. Ensures all provisions are enforced and proper measures are taken to protect or enhance values in accordance with contract objectives. Prepares and submits related inspection reports, checks for compliance on needed corrective actions, and recommends final acceptance of the contract upon completion. Assists in preparation of recurring reports associated with the unit TSI and reforestation program, including the FACTS accomplishment reporting database. Performs supervisory duties 20% or less of the time. Plans the work to be accomplished by the unit, assigns work to employees, and establishes production or quality standards for the unit’s work.  Establishes and communicates guidelines and performance requirements to employees; conducts formal performance reviews; and identifies and provides for the developmental and training needs of employees.  Hears and resolves employee complaints, effects minor disciplinary measures, and recommends action in more serious cases.  Performs administrative and human resources management functions for the unit; provides advice, counsel or instruction on both administrative and work matters; and assures full compliance with safety regulations. Promotes equal opportunity and employs nondiscriminatory practices for merit promotion, recruitment and hiring of applicants; encouragement, recognition and fair treatment of all employees; and career development and full utilization of employees’ skills.   Adheres to nondiscriminatory employment practices regarding race, color, national origin, age, disability; and where applicable, sex, marital status, familial status, parental status, religion, sexual orientation, genetic information, political beliefs, reprisal; or because all or part of an individual’s income is derived from any public assistance program.

#### **Contact and Detail Outreach Response:**

If you are interested in a permanent full time position, **please respond to this outreach by September 29th, 2023, by completing the attached outreach response form and sending it along with a resume to Karl Anderson at** **[karl.a.anderson@usda.gov](mailto:karl.a.anderson@usda.gov)**

**The Outreach is also available in the Outreach Database:** [**https://fsoutreach.gdcii.com/Outreach/**](https://fsoutreach.gdcii.com/Outreach/)

For additional information or questions please contact:

**Karl Anderson, Forest Culturist**

[karl.a.anderson@usda.gov](mailto:karl.a.anderson@usda.gov)

**Michael Reichenberg, Forest Silviculturist**

[michael.reichenberg@usda.gov](mailto:michael.reichenberg@usda.gov)

#### **About the Forest:**

The Flathead includes 2,400,000 acres in the Northern Continental Divide Ecosystem. The spectacular glacial mountains feature majestic peaks, lush forests, snowfields, lakes and alpine. Waters of the Forest flow from numerous mountain streams into the Swan, Stillwater, and 3-forks of the Flathead River downstream into Flathead Lake, largest freshwater lake west of the Great Lakes. World-class wild lands include the Bob Marshall Wilderness Complex, three nationally designated Wild & Scenic Rivers, and the adjacent Glacier National Park. As stewards of portions of both the BMWC and Northern Continental Divide Ecosystem, the Forest has a responsibility to provide educational opportunities to help sustain this incredible landscape for future generations.

Rivers and Lakes – Clear glacially fed streams offer a mix of white-water and quiet water in rocky and forested canyons with outstanding mountain views and provide habitat for native Bull Trout and Westslope Cutthroat Trout. Although road access is nearby, floaters on the river often have a sense of solitude. Crystal clear mountain lakes have scenic backdrops offering solitude and places of social interaction.

The Bob Marshall, Great Bear, and Mission Wilderness areas – are part of BMWC, the largest contiguous Wilderness in the lower 48 and includes wild segments of Wild and Scenic Rivers. This area is habitat for grizzly bear, wolves, mountain goats, Canada lynx, wolverine, and large elk herds. Craggy peaks along the Continental Divide and vastness make this a remote and challenging Wilderness. Turn of the century Forest Service heritage is represented in the Wilderness Historic District.

Quiet Trails – Alpine Lakes nestled in steep, dense forest, with miles of hiking trails.

Backcountry – Less developed trails along North Fork, Swan Front and Hungry Horse Reservoir offer spectacular scenery & views, and a sense of remoteness.

Downhill Skiing – Whitefish Mountain Resort and Blacktail Mountain ski areas are winter wonderlands offering spectacular views of Glacier Park.

Swan Mosaic – Grizzly bear travel corridors link the bear populations in the Mission and Swan Ranges. Scenic vistas of these ranges are seen from the Swan Highway, a major travel corridor between Glacier and Yellowstone National Parks and part of the Northern Continental Divide Scenic Loop.

#### **About the Community:**

Columbia Falls, Bigfork, Lakeside, Somers, and Whitefish are all communities that are within commuting distance to the duty station in Kalispell.

EDUCATION

Public Schools: Elementary – 32 High schools - 5 Flathead Valley Community College Private schools: elementary - 16 Middle Schools – 2 High Schools - 2

DAY CARE- 9-day care centers

MEDICAL FACILITIES- 2 hospitals and 8 nursing homes, several retirement and assisted living facilities.

CHURCHES- Many churches, both denominational and non-denominational.

TRANSPORTATION- 5 Commercial Airlines - (Alaska, Allegiant, American, Delta, and United) provide service to Glacier Park International Airport connecting through hubs in Seattle, Salt Lake City, Minneapolis, Denver and Las Vegas. Direct seasonal flights with the various carriers are also available to Los Angeles, Dallas, Chicago, San Francisco, Oakland, Atlanta, Phoenix, Portland and Chicago.

Amtrak (daily service both east/west bound in Whitefish).

HOUSING- Housing prices are considered high in Flathead Valley similar to Missoula and Bozeman. The October 2022 Zillow Home Value Index lists the median home value in Flathead County as $687,099.

COMMUNITY / AREA AMENITIES

Public Libraries – 6

Bus Services – County-wide

Health Clubs - 8

Live Theater - 2 summer playhouses, 2 year-round live theaters

Movie theaters/complexes - 4

State, County, City Parks, Sports Park - Multiples

Art Galleries – More than you can count

Craft Breweries and Local Distilleries – Even more

Ski Areas (alpine) - 2

Symphonies/Orchestras – 1 each

Museums - 8

Golf Courses - 12

Glacier National Park – the one and only

Flathead Lake, (largest freshwater natural lake west of the Great Lakes)

For more information about area amenities please visit [www.kalispellchamber.com](http://www.kalispellchamber.com) or call the Flathead Convention and Visitor Bureau at 1-800-543-3105.

**USDA Nondiscrimination Policy, June 2, 2015**

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Persons with disabilities who require alternative means of communication for program information (e.g., Braille, large print, audiotape, American Sign Language, etc.) should contact the responsible Agency or USDA’s TARGET Center at (202) 720-2600 (voice and TTY) or contact USDA through the Federal Relay Service at (800) 877-8339. Additionally, program information may be made available in languages other than English.

To file a program discrimination complaint, complete the USDA Program Discrimination Complaint Form, AD-3027, found online at <http://www.ascr.usda.gov/complaint_filing_cust.html> and at any USDA office or write a letter addressed to USDA and provide in the letter all of the information requested in the form. To request a copy of the complaint form, call (866) 632-9992. Submit your completed form or letter to USDA by: (1) mail: U.S. Department of Agriculture, Office of the Assistant Secretary for Civil Rights, 1400 Independence Avenue, SW, Washington, D.C. 20250-9410; (2) fax: (202) 690-7442; or (3) email: [program.intake@usda.gov (link sends e-mail)](mailto:program.intake@usda.gov).

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| **Date:** | **FLATHEAD NATIONAL FOREST** |  |
|  | **PFT OUTREACH RESPONSE FORM** |  |

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| **Position Title:** | | | | | **Forestry Technician (Timber Stand Improvement) Permanent Full-Time** | | | | | |
| **Series/Grade:** | | | | | GS-0462-04/05/06 target grade 07 | | | | | |
| **Location:** | | | | | Bigfork, MT | | | | | |
|  | | | | | | | | | | |
| **Applicant Information** | | | | | | | | | | |
| **Name:** | | |  | | | | | **E-Mail Address:** | |  |
| Current Title, Series, Grade | | | | | | |  | | | |
| Highest Grade Previously Held (if same as current indicate “same”) | | | | | | |  | | | |
| Current Organization/Location: | | | | | | |  | | | |
| Current Appointment: | | | | | | Permanent  Temporary  Term  Not Current Employee | | | | |
| If you are NOT a current permanent (career or career conditional) employee, are you eligible to be hired under any of the following authorities: | | | | | | | | | | |
|  | | Reinstatement  Disabled Veteran with 30% Compensable Disability  Veteran’s Employment Opportunities Act of 1998  Other | | | | | | | Person With Disabilities  Former Peace Corps Volunteer  Demonstration Project (external  recruitment from the general public) | |
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| **Position Interest** | | | | | | | | | | |
| I would like to be considered for this position in the series identified. | | | | | | | | | | |
|  | |  | | Series currently identified and classified. | | | | | | | | |
|  | |  | | Other appropriate series for which I am qualified: | | | | | | | | |
| I would like to be considered for this position at the grade level identified. | | | | | | | | | | |
|  | |  | | Target grade level currently identified. | | | | | | | | |
|  | |  | | Other grade level for which I am qualified (below target grade): | | | | | | | | |
| I would like to be considered for this position as: | | | | | | | | | | | |
|  | Permanent Assignment (lateral/promotion/change to lower grade) | | | | | | | | | | |
|  | Detail or Temporary Promotion Opportunity | | | | | | | | | | |
|  | | | | |  | | | | | |
| Applicants May Use This Space to Identify Special Qualifications, Interests, and Needs or Provide Other Information: | | | | | | | | | | |

Please send this completed form **and a copy of your resume to**:

karl.a.anderson@usda.gov

bySeptember 29th, 2023