

# Forester

DEPARTMENT OF THE INTERIOR  
Interior, Bureau of Indian Affairs  
Northwest Region

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## Summary

The COVID-19 vaccination requirement for federal employees pursuant to Executive Order 14043 does not currently apply. Click [here](#) for more information.

This position is located with the Bureau of Indian Affairs, Superintendent, Yakama Agency, Forestry in Glenwood, Washington.

**NOTE:** TRAVEL AND RELOCATION EXPENSES WILL BE AUTHORIZED IN ACCORDANCE WITH THE FEDERAL TRAVEL REGULATIONS.

[Learn more about this agency](#)

## Overview

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Accepting applications

### Open & closing dates

🕒 03/15/2022 to 04/05/2022

### Salary

\$36,118 - \$71,146 per year

**Pay scale & grade**

GS 5 - 9

[? Help](#)**Location**

1 vacancy in the following location:

 **Glenwood, WA****Telework eligible**

Yes—as determined by the agency policy.

**Travel Required**

Occasional travel - You may be expected to travel for this position.

**Relocation expenses reimbursed**

Yes—You may qualify for reimbursement of relocation expenses in accordance with agency policy.

**Appointment type**

Permanent

**Work schedule**

Full-time

**Service**

Competitive

**Promotion potential**

9

**Job family (Series)**[0460 Forestry](#)**Supervisory status**

No

**Security clearance**[Other](#)**Drug test**

No

**Position sensitivity and risk**[Non-sensitive \(NS\)/Low Risk](#)

## Trust determination process

[Suitability/Fitness](#)

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### Announcement number

STIMP-22-11427693-CAWY-MK

### Control number

643022800

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THIS JOB IS OPEN TO



#### [Career transition \(CTAP, ICTAP, RPL\)](#)

Federal employees who meet the definition of a "surplus" or "displaced" employee.



#### [Federal employees - Competitive service](#)

Current or former competitive service federal employees.



#### [Federal employees - Excepted service](#)

Current excepted service federal employees.



#### [Individuals with disabilities](#)



#### [Land & base management](#)

Certain current or former term or temporary federal employees of a land or base management agency.



#### [Military spouses](#)



#### [Native Americans](#)

Native Americans or Alaskan Natives with a tribal affiliation.



#### [Veterans](#)

### Clarification from the agency

Preference in filling vacancies is given to qualified Indian candidates in accordance with the Indian Preference Act of 1934 (title 25, USC Section 472). Verification form BIA -4432 must be submitted with the application if claiming Indian Preference. No other documents will be accepted as proof of Indian Preference.

# Duties

As a FORESTER, your typical work assignments and/or responsibilities may include, but are not limited to the following:

- Plan, schedule, direct, supervise and conduct forest-wide field work and data collection for Continuous Forest Inventory and other forest resource surveys and administrative studies.
- Plan, schedule, direct, supervise and conduct forest-wide timber cruises for Realty transactions and proposed utilization harvest timber sales.
- Act as a Timber Sale Officer in charge of one or more large complex logging units.
- Designate timber for cutting through application of technical silvicultural prescriptions, assignments include forest-wide conditions.
- Assist in the preparation of forest-wide guidelines and training programs.
- Collect and compile field data for logging statistics, progress reports, inspection reports and special studies.
- Summarize and analyze data, prepare maps, reports findings, evaluates results and makes recommendations.
- Evaluate current forest conditions, identify desired future conditions, calculate the maximum amount of timber which can be harvested annually, and develop silvicultural prescriptions and harvest schedules.
- Prepare contracts and permits for the sale of timber and other forest products. Prepares Forest Officer's Report that contains all pertinent information about the proposed sale.

# Requirements

## Conditions of Employment

- U.S. Citizenship Required
- Preference in filling vacancies is given to qualified Indian candidates in accordance with the Indian Preference Act of 1934 (title 25, USC Section 472). Form BIA -4432 must be submitted with the application if claiming Indian Preference.
- You will be required to have federal payments made by Direct Deposit
- You may be required to successfully complete a probationary/trial period
- A background security investigation will be required for all new hires. Appointment will be

subject to the applicant's successful completion of a background security investigation and favorable adjudication.

- If you are a male applicant born after 12/31/1959 and are required to register under the Military Selective Service Act, the Defense Authorization Act of 1986 requires that you be registered or you are not eligible for appointment in this agency.
- Incumbent is required to operate a government motor vehicle, must possess a valid driver's license, and have a safe driving record within the 3 year period immediately preceding submittal of GSA Form 3607.

## Qualifications

**EXPERIENCE AND EDUCATION REQUIREMENTS:** (OPM Operating Manual, Qualification Standards for Professional and Scientific Positions, Individual Occupation Requirements for Forestry Series GS-0460. And OPM Operating Manual, Qualification Standards for Professional and Scientific Positions, Series GS-0460).

### **BASIC REQUIREMENTS FOR ALL GRADES:**

**A. Degree:** forestry; or a related subject-matter field, which includes a total of at least 30 semester hours in any combination of biological, physical, or mathematical sciences or engineering of which at least 24 semester hours of course work were in forestry. The curriculum must be sufficiently diversified to include courses in each of the following areas:

\* **Management of Renewable Resources**-study of the science and art of managing renewable resources including courses, such as silviculture, forest management operations, timber management, wildland fire science or fire management, utilization of forest resources, forest regulations, recreational land management, watershed management, and wildlife or range habitat management.

\* **Forest Biology**-study of the classification, distribution, characteristics and identification of forest vegetation and the interrelationships of living organisms to the forest environment including courses such as dendrology, forest ecology, silvics, forest genetics, wood structure and properties, forest soils, forest entomology, and forest pathology.

\* **Forest Resource Measurements and Inventory**-sampling, inventory, measurement and analysis techniques as applied to a variety of forest resources including courses such as forest biometrics, forest mensuration, forest valuation, statistical analysis of forest resource data, renewable natural resources inventories and analysis, and photogrammetry or remote sensing.

**- OR -**

**B. Combination of education and experience**-courses equivalent to a major in forestry, or at least 30 semester hours in any combination of biological, physical, or mathematical sciences or engineering, or which at least 24 semester hours were in forestry. The requirements for diversification of the 24 semester hours in forestry are the same as shown in A above, plus appropriate experience or additional education.

**ADDITIONAL EXPERIENCE REQUIRED:** In addition to meeting the basic entry level qualification requirements, applicants must have the following:

**GS-09:** 1 year of specialized experience equivalent to at least the GS-7 grade level in the Federal Service (obtained in either the public or private section). This experience must include timber sale preparation; delineation of stand boundaries and harvest operability; designation of timber for harvest; stand examination and timber cruising; preparation of documents relating to timber sale packages and other forestry matters; administer the sale of timber through contract procedures, professional application of forest management principles; train forestry technicians and tribal employees in the technical and professional application of various techniques and procedures in Forestry.

**OR**

**EDUCATION:**

Master's or equivalent graduate degree *or* 2 years of progressively higher level graduate education leading to a master's degree (36 semester hours, 54 quarter hours or equivalent), in a forestry related curriculum.

**GS-07:** 1 year of specialized experience equivalent to at least the GS-7 grade level in the Federal Service (obtained in either the public or private section). This experience must include work involving timber sale preparation: delineation of stand boundaries and harvest operability; designation of timber for harvest; stand examination and timber cruising; preparation of documents relating to timber sale packages and other forestry matters.

**OR**

**EDUCATION:**

1 year of graduate-level education or superior academic achievement.

**GRADUATE EDUCATION:** Graduate education must be related to the occupation and demonstrate the knowledge, skills, and abilities necessary to do the work.

**SUPERIOR ACADEMIC ACHIEVEMENT:** Superior Academic Achievement (S.A.A.) must have been gained in a curriculum that is qualifying for the position to be filled. S.A.A. is based on (1) Class standing-applicants must be in the upper third of the graduating class, based on completed courses; or (2) Grade-Point Average-applicants must have a grade-point average of 3.0 or higher out of a possible 4.0 based on 4 years of education, or as computed based on courses completed during the final 2 years of the curriculum; or 3.5 or higher out of a possible 4.0 based on the average of the required courses completed in the major field completed during the final 2 years of the curriculum; or (3) Election to membership in a National Scholastic Honor Society - membership in a freshman honor society cannot be used to meet the requirements of this provision.

**GS-05:** If you have met the Basic Requirements for this position then you are qualified at the entry grade level of a GS-5.

**All qualification requirements must be met by the closing date of this announcement.**

**Merit Promotion candidates must also meet time-in-grade requirements by the announcement closing date.**

**Preference in filling vacancies is given to qualified Indian candidates in accordance with the Indian Preference Act of 1934 (title 25, USC Section 472).**

**Additional selections may be made from this announcement if identical vacancies occur in the same location within 90 days from the closing date.**

## **Education**

If you are qualifying based on your education, you **MUST** provide transcripts or other documentation to support your educational claims. Unless otherwise stated: (1) official or unofficial transcripts are acceptable, or (2) you may submit a list with all of your courses, grades, semester, year, and credit for the course. All materials must be submitted by the closing date of the announcement.

If more than 10 percent of your undergraduate course work (credit hours) were taken on a pass/fail basis, your claim of superior academic achievement must be based upon class standing or membership in an honor society.

One academic year of graduate education is considered to be the number of credits hours your graduate school has determined to represent one academic year of full-time study. Such study may have been performed on a full-time or part-time basis. If you cannot obtain your graduate school's definition of one year of graduate study, 18 semester hours (or 27 quarter hours) should be considered as satisfying the requirement for one year of full-time graduate study.

If you are using education completed in foreign colleges or universities to meet the qualification requirements, you must send a Certificate of Foreign Equivalency with your transcript in order to receive credit for that education which shows the 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. For further information, visit: [FOREIGN EDUCATION](#)

## **Additional information**

[Read more](#)

## Benefits

# How You Will Be Evaluated

You will be evaluated for this job based on how well you meet the qualifications above.

Your application package will be evaluated against the minimum qualification requirements specified above. In order to qualify, your resume must specifically describe your work history and the duties you performed in each position. Your resume will be evaluated after the closing date of 04/05/2022 to determine whether you meet the minimum qualification requirements for this position. Competencies measured include:

- Cost Benefit Analysis
- Financial Management
- Forest Management
- Soil Science

We will compare your resume and supporting documentation to your responses on the assessment questionnaire. If the information in your resume does not support your responses to the assessment questions, your score may be adjusted to more accurately reflect your qualifications.

Qualified Indian preference candidates will be referred to the hiring manager in order of veterans' preference.

Due weight will be given to performance appraisals and awards during the interview/selection process conducted by the hiring manager. If referred, all relevant documents including performance appraisals and awards submitted with your application package will be forwarded to the hiring official for review.

You may preview the assessment questions here in the <https://apply.usastaffing.gov/ViewQuestionnaire/11427693>.

## Benefits



## Required Documents

## How to Apply

## Fair and Transparent

# Required Documents

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The following documents are required for this position:

- Resume which details work experience including dates worked (mm/yy-mm/yy), position title, Grade (if federal service), and hours worked per week.
- On-line Assessment Questionnaire
- Transcripts (if using education to qualify) - Unofficial transcripts are acceptable; however, an official transcript may be requested at a later time.
- Veteran's documentation - (if applicable) VA letter on VA letterhead stating your overall combined rating, SF-15, DD-214 (copy 4) reflecting an honorable discharge and dates of active duty military service.
- Special Appointing Authority documentation (if applying under a special hiring authority)
- [BIA Form 4432](#) (if claiming Indian preference)
- Performance Appraisal (if applying under the Land Management Flexibility Act)
- Current & Former Federal Employees
  - If you are a current career or career-conditional Federal employee OR a former Federal employee who has reinstatement eligibility, you must submit the following by the closing date of this announcement, or you will not receive consideration as such:
    - a copy of a recent SF-50 "Notification of Personnel Action" documenting proof of competitive status, tenure, position title, occupational series, grade level and step; and
    - your most recent performance appraisal (if you do not have your most recent performance appraisal, please submit an explanation as to why it is unavailable); and
    - if applicable, a list of any awards you received in the last 5 years (i.e., superior performance awards, special act or achievement awards, quality step increase, etc.).

If you are applying as a VEOA candidate, you must submit a copy of your DD-214 and your letter from the VA reflecting an honorable discharge and that you either completed three years of active duty service or are a preference eligible. For more information see:

<https://www.fedshirevets.gov/job/shav/index.aspx#veoa>.

If you are unable to apply online, require reasonable accommodation in the application process if you are an applicant with a disability, or need to fax a document you do not have in electronic form, view the following link for information regarding an [Alternate Application](#).

ALL DOCUMENTS MUST BE RECEIVED BY **11:59 PM Eastern Time** ON THE CLOSING DATE OF THIS ANNOUNCEMENT. If your application package is incomplete in any way, you will not be considered for this position, and requests for extensions will not be granted. Please double check your application package before you submit it.

**ADDITIONAL INFORMATION WILL NOT BE SOLICITED OR ACCEPTED BY THIS OFFICE.**

**If you are relying on your education to meet qualification requirements:**

Education must be accredited by an accrediting institution recognized by the U.S. Department of Education in order for it to be credited towards qualifications. Therefore, provide only the attendance and/or degrees from schools accredited by accrediting institutions recognized by the U.S. Department of Education.

Failure to provide all of the required information as stated in this vacancy announcement may result in an ineligible rating or may affect the overall rating.

## How to Apply

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[Read more](#)

### Agency contact information

 BIA Human Resources

**Phone**

[405-247-1600](tel:405-247-1600)

**Email**

[bia.anadarkohr\\_applicants@bia.gov](mailto:bia.anadarkohr_applicants@bia.gov)

### Address

BIA Center for Recruitment Anadarko  
P.O. Box 1487  
Anadarko, OK 73005  
US

[Learn more about this agency.](#)

## Next steps

Once your online application is submitted you will receive a confirmation notification by email. Your application will be evaluated by the Human Resources Office to determine your eligibility for the position. After the evaluation is complete, you will receive another notification regarding the status of your application.

## Fair & Transparent

The Federal hiring process is setup to be fair and transparent. Please read the following guidance.

[Equal Employment Opportunity \(EEO\) Policy](#)

[Reasonable accommodation policy](#)

[Financial suitability](#)

[Selective Service](#)

[New employee probationary period](#)

[Signature and false statements](#)

[Privacy Act](#)

[Social security number request](#)

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[0460 Forestry](#)

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