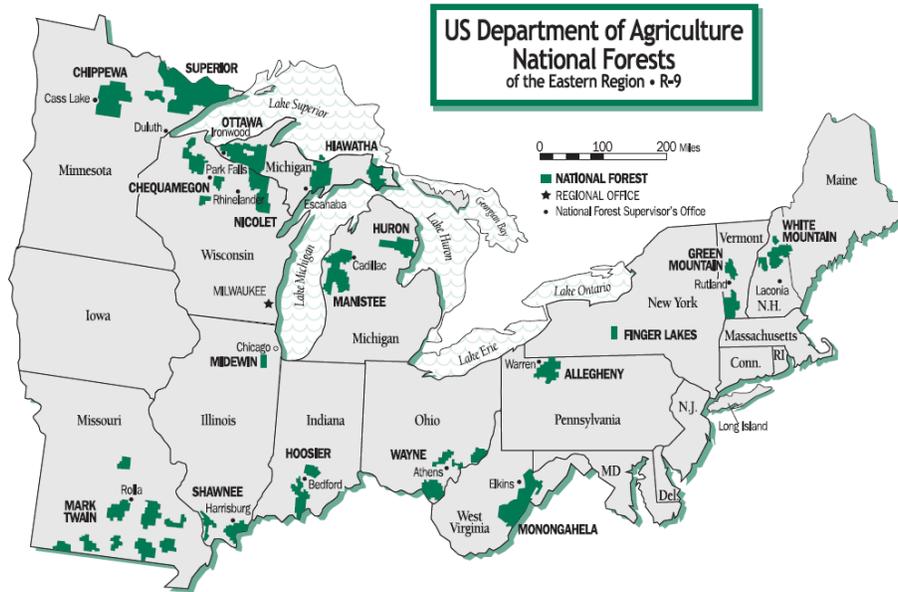




2016 Pathways Hiring Event National Society of American Foresters



The Eastern Region of the US Forest Service will be participating in a national hiring event associated with this year’s National Society of American Foresters (SAF) Convention in Madison, Wisconsin.

This year’s hiring event will include the use of Pathways Student Internship (Intern Indefinite) and Recent Graduates programs to fill positions within the Eastern Region and throughout the US Forest Service. Recent Graduate positions being filled on units with NFFE Union representation will also have Merit vacancy announcements. Applicants will have the opportunity to apply In-Person at the SAF convention or through an online application process within USAJobs. Vacancy announcements will be posted to USAJobs (www.USAJobs.gov) for both of the hiring processes. Outreach documentation and additional detailed information can be found at: <http://www.fs.fed.us/working-with-us/jobs> and http://www.fs.fed.us/forestmanagement/recruitment_saf/index.shtml

The **In-Person event will be November 2-3 at the SAF Convention in Madison, Wisconsin.** Applications will be accepted for both Pathways Intern Indefinite and Recent Graduate positions. Individuals will be able to submit their applications in the Grand Terrace of the convention center Wednesday, November 2 from 2:00 PM through 7:00PM and Thursday, November 3 from 8:00 AM through 4:00PM. All times are central time. Late applications will NOT be accepted. Applicants should bring two copies of the following **REQUIRED DOCUMENTS**: resume, current transcripts for all degrees, acceptance letter to graduate school if applicable, and veteran





preference documentation, if applicable. Applicant interviews will be scheduled after review of application packages. Interviews will be conducted during the evening of Wednesday, November 2 and all day Thursday, November 3.

Online application process will be conducted through the USAJobs application process. Applications will be accepted for Pathways Intern Indefinite and Recent Graduate positions. Vacancy announcements will be posted **October 3 – 7, 2017**. These vacancy announcements will have an applicant limitation, so applicants are encouraged to apply the day in which the announcement is made available.

Recent Graduate positions advertised on units represented by National Federation of Federal Employees (NFFE), will also be advertised with **Merit vacancy announcements posted on USAJobs**. Those who also qualify under the Land Management Workforce Flexibility Act are encouraged to apply. Vacancy announcements will be posted tentatively **October 3 – 12, 2016**.

Below is a summary of opportunities by hiring authority that will be potentially available throughout the Eastern Region.

Pathways Student Internship (Intern Indefinite)

The Internship Program replaces the Student Career Experience Program (SCEP) and Student Temporary Employment Program (STEP). This program is designed to provide students enrolled in a wide variety of educational institutions, from high school to graduate level, with opportunities to work in agencies and explore Federal careers while still in school and while getting paid for the work performed. Students who successfully complete the program may be eligible for conversion to a permanent job in the civil service.

Eligibility: Current students in an accredited institutions pursuing a qualified degree or certificate.

Program Requirements: Interns may work part- or full-time depending on educational institution schedules and proximity to duty locations; sign a Participant Agreement that outlines expectations for the internship; position will be related to the Intern's academic career goals or field of study.

Conversion Requirements: Interns may be converted to a permanent position within 120 days of successful completion of the program. To be eligible for conversion, Interns must complete at least 640 hours of work experience acquired through the Internship Program; complete their degree or certificate requirements; meet the qualification standards for the positions to which the Intern will be converted; meet agency-specific requirements as specified in the Participant's Agreement; and perform their job successfully.

Additional program information available at: <https://www.opm.gov/policy-data-oversight/hiring-information/students-recent-graduates/#intern>

Eastern Region Positions: Positions selected under this program will be placed into a Student Trainee position until completion of the program requirements. The career ladder and target for





these positions are to fulfill an organizational need in a target job series and grade. The table below provides a summary of the target job series, career ladder and potential duty locations of the positions to be filled during this hiring event.

Internship positions in Natural Resources are advertised in the GS-499 series and grade levels will vary by positons, typically GS-3/4 or GS-5/7 and will be indicated in the USAJobs announcements.

<i># of Positions</i>	<i>Job Series</i>	<i>Title of Target Position</i>	<i>Career Ladder & Target Grade</i>	<i>Types of Duties</i>	<i>Potential Duty Locations</i>
2	0401	Natural Resource Specialist	GS-07/09	Development, implementation, and administering of broad-based natural resource program.	Elkins, WV
6	0460	Forester	GS-05/07/09	Silviculture & Timber Sale Preparation	Aurora & Tofte, MN; Munising, Rapid River & St. Ignace, MI; Marienville, PA
3	0462	Forestry Technician	GS-04/05	Silviculture, Timber Sale Marking & Database Manager	Manchester, VT, Aurora & Deer River, MN
3	0462	Forestry Technician	GS-03/04/05/06	Timber Sale Preparation	Walker, MN; Watersmeet/Ironwood, Kenton/Ontonagon, MI
3	0462	Forestry Technician	GS-05/06/07	Silviculture & Timber Sale Preparation	Gorham, NH & Munising, MI; Marlinton/Richwood, WV
1	0486	Wildlife Biologist	GS-05/07/09	Wildlife Management	Campton, NH





Recent Graduate

The Recent Graduates Program affords developmental experiences in the Federal Government intended to promote possible careers in the civil service to individuals who have recently graduated from qualifying educational institutions or programs. To be eligible, applicants must apply within two years of degree or certificate completions (except for veterans precluded from doing so due to their military service obligation, who have up to six years after degree completion to apply). Successful applicants are placed in a dynamic, developmental program with the potential to lead to a civil service career in the Federal Government. The program lasts for 1 year (unless the training requirements of the position warrant a longer and more structured training program).

Additional program information available at: <https://www.opm.gov/policy-data-oversight/hiring-information/students-recent-graduates/#graduates>

Eastern Region Positions: Positions advertised under this authority are intended to fulfill an organizational need in a job series and target grade. The table below provides a summary table of the target job series, career ladder and potential duty locations of the positions to be filled during this hiring event. Current students graduating in December 2016 would be eligible for these positions.

<i># of Positions</i>	<i>Job Series</i>	<i>Title</i>	<i>Career Ladder & Target Grade</i>	<i>Types of Duties</i>	<i>Potential Duty Locations</i>
1	101/ 404/ 1301	Social Science/Biological Science/Physical Science	GS-07/09/11	Cartography, Photogrammetry, GIS	Milwaukee, WI
2	0404	Biological Science Technician	GS-04/05	Control of Non-Native Invasive Species	Bedford & Tell City, IN
8	0460	Forester	GS-05/07/09	Silviculture & Timber Sale Preparation	Conway, NH; Kenton /Ontonagon, Munising, Oscoda, Watersmeet, MI; Houston, MO; Pedro, OH; Washburn, WI
2	0462	Forestry Technician	GS-04/05	Silviculture, Timber Sale Preparation & Generalist (covering all resource areas)	Tofte, MN; Pedro, OH





9	0462	Forestry Technician	GS-05/06	Timber Sale Preparation	Kenton, Ontonagon, Watersmeet, MI; Houston, Salem, MO; Glidden, WI
3	0462	Forestry Technician	GS-05/06/07	Silviculture & Timber Sale Preparation	Mio, MI; Tofte/Grand Marais, MN; Washburn WI
1	0462	Forestry Technician	GS-06/07	Silviculture & Timber Sale Preparation	Bessemer/Watersmeet, Ontonagon, MI;
1	0486	Wildlife Biologist	GS-07/09	Wildlife Management	Watersmeet, MI

Merit Promotion

Positions advertised through the Recent Graduate Program on units that are represented by NFFE will also have Merit Promotion advertisements on USAJobs in accordance to Article 16 of the Master Agreement between FS and NFFE.

Eastern Region Positions: Positions advertised under this authority are intended to fulfill an organizational need in a job series and target grade. The table below provides a summary table of the target job series, career ladder and potential duty locations of the positions to be filled during this hiring event. Those who also qualify under the Land Management Workforce Flexibility Act are encouraged to apply.

# of Positions	Job Series	Title	Career Ladder & Target Grade	Types of Duties	Potential Duty Locations
1	101/ 404/ 1301	Social Science/Biological Science/Physical Science	GS-07/09/11	Cartography, Photogrammetry, GIS	Milwaukee, WI
5	0460	Forester	GS-05/07/09	Silviculture & Timber Sale Preparation	Kenton /Ontonagon, Munising, Oscoda, Watersmeet, MI; Washburn, WI





1	0462	Forestry Technician	GS-04/05	Timber Sale Preparation	Tofte, MN
7	0462	Forestry Technician	GS-05/06	Timber Sale Preparation	Kenton, Ontonagon, Watersmeet, MI; Glidden, WI
3	0462	Forestry Technician	GS-05/06/07	Silviculture & Timber Sale Preparation	Mio, MI; Tofte/Grand Marais, MN; Washburn WI
1	0462	Forestry Technician	GS-06/07	Silviculture & Timber Sale Preparation	Ontonagon, MI
1	0486	Wildlife Biologist	GS-07/09	Wildlife Management	Watersmeet, MI

HOW TO APPLY

- To be considered for these positions, applicants should apply through either the in-person event November 2-3 at the SAF Convention in Madison, Wisconsin **OR** through the online application process within USAJobs (www.USAJobs.gov). To be considered for positions advertised as merit vacancy announcements should apply through the online process within USAJOBS. Outreach and additional information regarding positions can be found at the following location: <http://www.fs.fed.us/working-with-us/jobs> and http://www.fs.fed.us/forestmanagement/recruitment_saf/index.shtml

MINIMUM QUALIFICATIONS and PAY ESTIMATES

Minimum Qualification Requirements

Detailed information for the minimum qualification requirements can be found on the OPM website at the following link: <https://www.opm.gov/policy-data-oversight/classification-qualifications/general-schedule-qualification-standards/#url=Group-Standards>

Pay Estimates

Detail information for pay estimates can be found on the OPM website at the following link: <https://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2016/general-schedule/>

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