



United States
Department of
Agriculture

Marketing and
Regulatory Programs

Wildlife Services

TNKY State Office
537 Myatt Drive
Madison, TN
37115

615-736-5506
615-736-2768 (fax)

OPEN DATE: January 10, 2022

CLOSING DATE: February 4, 2022

POSITION TITLE: Helicopter Pilot

TYPE OF POSITION: Term Appointment with possibility for benefits, Excepted Service Not to Exceed 13 months (may be extended up to 4 years)

WORK SCHEDULE: Intermittent, with varying work schedules and locations

ANNOUNCEMENT #: TN2022-01

SERIES/GRADE: GS-2181-12

FULL PERFORMANCE LEVEL: GS-2181-12

LOCATION: **4 positions, Locations negotiable after selection. (Selectees will have home-duty stations to be determined after selection is made. Relocation expenses will not be paid.)**

SALARY: **\$79,363.00 to \$103,176.00/year; Pay will be determined by duty location**

WHO MAY APPLY:

- Must be a U.S. Citizen
- Must be 18 years old
- If you are a male born after December 31, 1959 and are at least 18 years of age, civil service employment law (5 U.S.C. 3328) requires that you must be registered with the Selective Service System, unless you meet certain exemptions (proof of registration and/or exemption required). Website: <http://www.sss.gov>.

REQUIRED DOCUMENTS:

- Resume (include days/months/years worked, work schedule, and grade level if federal)
- DD-214 (Member 4 copy) and/or VA letter required for applicable Veteran preference. (if applicable)
- Current active-duty members must submit a certification that they are expected to be discharged or released from active duty under honorable conditions not later than 120 days after the date the certification is submitted.
- FAA medical certification
- Pilot ratings/certifications
- Hours flown (see attachment)

HOW TO APPLY: Additional materials not listed above (i.e. position descriptions, training certificates, etc.) may not be considered. Applicants who do not submit the required items listed above may not be considered. Applications with all supporting documents must be submitted to the contact office and must be **RECEIVED** by the **CLOSING DATE** of this announcement.

Interested individuals should send a resume, transcripts, veteran documentation (if applicable) to the address listed here:

CONTACT OFFICE:

USDA Wildlife Services
537 Myatt Drive
Madison, TN 37115
(615)736-5506
Amanda Deese
Amanda.deese@usda.gov

DUTIES:

This position is located in the Eastern Region of the Wildlife Services (WS) Program, Animal and Plant Health Inspection Service of the U.S. Department of Agriculture. The position is part of the Tennessee/Kentucky (TN/KY) WS program and is managed/supervised by the TN/KY WS program. The incumbent will be required to perform a variety of flight operations pertaining to aerial operations involving population surveillance, damage assessment, telemetry and wildlife damage management, with special emphasis on feral swine; agriculture, natural resource, and property damage management; and wildlife damage management. The incumbent will perform some or all of the following in support of the WS program:

- Incumbent is required to be experienced and competent in the operation of a helicopter and must be able to meet the Low-Level Flight Standards established by the WS Program.
- Incumbent must be competent in the operations of improved and unimproved landing areas, including roads and other open areas, which occasionally will involve exposure to strong surface wind and air currents. Flight assignments will usually involve flying at minimum speeds, at low altitudes, normally under favorable weather conditions, and over unfavorable terrain, e.g., mountains, forests, or deserts, with responsibility for operating from confined or isolated areas primarily under visual flight conditions.
- Incumbent will frequently pilot a helicopter with a crewmember, gunner or observer on board for the purpose of locating and/or shooting predatory or other damaging animals, tracking game, net gunning, chemical darting, herding wildlife, or aiding ground crews in providing such assistance in other situations requiring aerial surveys, census, etc.
- Incumbent will be responsible for ensuring routine and unusual maintenance and airworthiness of aircraft placed under their responsibility in accordance with the APHIS Aviation Operations Manual.
- Incumbent ensures all aerial activities, including but not limited to hours flown, areas flown, and numbers of animals taken, are documented through aircraft and personal log books, GPS equipment, and the web-based Management Information System (MIS) or Operations and Reporting System (OARS).
- Incumbent may perform a variety of other duties as assigned, including the provision of assistance in conducting aircraft accident investigations, providing input on flight training standards, and fabrication and/or repair of equipment. Other assignments may involve fabrication or repair of control devices and equipment, and office duties including preparation of reports, data entry, etc.
- As requested, incumbent conducts safety evaluations of personnel participating in aerial activities and on aircraft used in WS operations.

- Incumbent remains current on required pilot qualifications and licensing and continually reviews applicable policies, laws, and regulations. Incumbent is cognizant of aviation industry practices and methods.

MINIMUM ELIGIBILITY REQUIREMENTS:

Minimum eligibility requirements for positions in this occupation are based on possession of the appropriate Federal Aviation Administration (FAA) pilot certificates and/or appropriate military ratings, meeting the applicable flight hour requirements, and possession of the knowledge and skills required for the position.

CERTIFICATE OF RATING:

Candidates must possess a current Commercial Pilot Certificate or the appropriate military rating. An Instrument Rating or the military equivalent rating is also required. The pilot certificate must include the rating(s) appropriate to the work of the position to be filled.

FLIGHT EXPERIENCE:

Candidates must demonstrate possession of the knowledge and skills required for the work by meeting certain minimum flight hour requirements, including recent flight experience. The categories in which candidates are required to demonstrate proficiency relate to (1) the general knowledge and skills to pilot the aircraft, and (2) the specific knowledge and skills related to the position being filled. Only that flight experience that is directly related to the work of the position is required for purposes of establishing minimum eligibility.

NOTE:

Candidates establishing eligibility based on military flight experience must provide official orders, forms, or logbooks showing their status as a rated military pilot, flight instructor, or flight examiner, as appropriate. Other certificates that meet or exceed the requirements of the Commercial Pilot Certificate are also acceptable, e.g., an Airline Transport Pilot Certificate.

MINIMUM FLIGHT HOUR OPM REQUIREMENTS (applies to all applicants):

- Total Flight Time – 1500 hours. Flight time as pilot-in-command or copilot in aircraft of any weight or category is creditable for this requirement.
- Pilot-In Command – 250 hours. Only flight hours acquired as pilot-in-command are creditable.
- Night Flying – 75 hours.
- Flying Time Last 12 months – 100 hours.

ADDITIONAL PILOT REQUIREMENTS:

In addition to meeting OPM requirements, all pilots (WS & Contract) involved in operations below 500 feet above ground level (AGL) are required to meet additional WS special experience requirements for the following missions:

- Aerial wildlife damage management operations
- Aerial animal capture and tagging
- Oral rabies vaccination distribution
- Aerial survey, sensing/telemetry, and photography (at or below 500' AGL)
- Livestock search and rescue/emergency response (at or below 500' AGL)

The following Selective Placement Factor (SPF) requirement is being used to determine whether an applicant fully qualifies for this position. Therefore, it is MANDATORY that all applicants meet this requirement to receive further consideration for this job vacancy. Applicants must demonstrate that they have the knowledge and experience of the SPF listed below. Evidence of this experience must be

documented in your resume. Applicants who fail to meet this requirement and/or address the SPF may lose further consideration:

- **1200 hours** in appropriate class size aircraft (e.g., light, medium, or heavy as applicable);
- **100 hours** in a helicopter equipped with a turbine engine;
- **200 hours** PIC time in the preceding 12 months, including 50 hours in the preceding 6 months of low-level flight over hazardous or mountainous terrain, and operations conducted from unimproved airstrips/helipads at high-density altitudes, in the area of applicable operations;
- **250 hours** experience as PIC for wildlife damage management operations; or
- **250 hours** experience in aerial live capture, darting, or tagging/marketing operations in which the helicopter was consistently flown and maneuvered close to the surface; or
- **500 hours** experience in agriculture application operations or similar WS type flying experience.

Experience refers to paid and unpaid experience, including volunteer work done through National Service programs (e.g., Peace Corps, AmeriCorps) and other organizations (e.g., professional; philanthropic; religious; spiritual; community, student, social). Volunteer work helps build critical competencies, knowledge, and skills and can provide valuable training and experience that translates directly to paid employment. You will receive credit for all qualifying experience, including volunteer experience.

MEDICAL REQUIREMENT:

At the time of initial appointment, candidates for all pilot positions must possess a current first or second-class medical certificate in accordance with FAA regulations.

ARE THERE SPECIAL CONDITIONS OR REQUIREMENTS?

- DD Form 214 (Member 4 copy) or other veterans' documents required to receive veterans' preference.
- After successfully passing the initial screening, the New Hire pilot enters the WS New Hire/Contractor Pilot training program. The New Hire/Contractor Fixed Wing Pilot Training Program consists of a minimum 40 hours of flight time, and 80 hours ground instruction specific to WS fixed wing aerial operations. Fixed-wing training shall be conducted at the WS Aviation Training and Operations Center.
- As a condition of employment, appropriate security clearance is required for this position.
- Must qualify in the use of firearms after appointment and may be required to carry and use firearms in the performance of the duties of this position.
- Required to fly very precise patterns close to the surface (ground level to 200 feet) at slow speeds (60 knots or less).
- Typical missions are flown during daylight hours under visual conditions with extreme variances of temperature, wind conditions, high density altitudes, and over unfavorable terrain (e.g., mountains, forest, or deserts).
- Must be able to become certified by Wildlife Services for Predator Damage Management flights.
- Travel throughout the U.S. is required for the position including frequent travel to work at varied locations as needed and for meetings and training.

SPECIALIZED EXPERIENCE:

FOR THE GS-12 LEVEL: Applicants must have one year of specialized experience (equivalent to the GS-11 level) that may have been obtained in the private or public (local, county, state, Federal) sectors which demonstrates:

- Experience that demonstrates the ability to operate light (less than 12,500 lbs.) rotary aircraft in all types of terrain, to include mountainous, for the purpose of conducting aerial livestock protection and other wildlife management operations at low level altitudes and slow airspeeds.
- Experience tracking, identifying wildlife from the air.

Note: There is no education substitution for this grade level.

WHAT MUST MY APPLICATION INCLUDE?

- Resume - Describe in your own words previous work applicable to this position. (Do not submit a position description.) INCLUDE DATES (M/D/Y), HOURS PER WEEK; AND, IF FEDERAL CIVILIAN EMPLOYMENT, INCLUDE THE SERIES AND GRADE LEVEL. IF THIS INFORMATION IS NOT INCLUDED, THE EXPERIENCE CANNOT BE CREDITED.
- Pilot Ratings/Certificates
- FAA medical certification
- Hours flown (see attachment)

OTHER REQUIREMENTS:

As required by the President's Executive Order 14043, Federal employees are required to be fully vaccinated against COVID-19 regardless of the employee's duty location or work arrangement (e.g., telework, remote work, etc.), subject to such exceptions as required by law. If selected, you will be required to be vaccinated against COVID-19 and submit documentation of proof of vaccination before appointment or onboarding with the agency. Additional information will be provided regarding what information or documentation will be needed and how you can request of the agency a legally required exception from this requirement.

APPLICANTS FOR THIS POSITION WILL BE REQUIRED TO SUBMIT TO URINALYSIS TO SCREEN FOR ILLEGAL DRUG USE PRIOR TO APPOINTMENT. APPOINTMENT TO THE POSITION WILL BE CONTINGENT UPON A NEGATIVE DRUG TEST RESULT. INCUMBENTS OF THIS POSITION WILL BE REQUIRED TO SUBMIT TO URINALYSIS TO SCREEN FOR ILLEGAL DRUG USE ON AN ONGOING BASIS AFTER APPOINTMENT, AS DIRECTED.

Carrying a firearm is a condition of employment – In the passing of the *Lautenberg Amendment*, Congress passed legislation which prohibits anyone who has been convicted of a misdemeanor crime of domestic violence from possessing a firearm or ammunition. If selected you will be required to sign the form, "Inquiry for Positions Requiring Possession of Firearms," certifying that you meet this criteria.

APHIS IS AN EMERGENCY RESPONSE AGENCY:

This means that all Agency employees may be asked or assigned to participate in rotating temporary duty assignments to support emergency programs at some time during their career with APHIS. It is difficult to predict the frequency with which such emergency situations may occur – and could range from several emergencies in a year to none over the course of many years. If you are called upon to support an emergency program, this may require irregular working hours, including overtime, and may include duties other than those specified in your official position description. While some

emergency program support assignments may be able to be performed at the employee's current duty station, in other cases employees may be asked to go on-site to a temporary duty station location. In addition, it may be necessary for employees to participate in multiple rotations to an emergency program assignment. Attempts to keep disruption to the employees to a minimum will be made.

The United States Government does not discriminate in employment based on 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.

REASONABLE ACCOMMODATION POLICY:

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.

A reasonable accommodation is any change in the workplace, or the way things are customarily done that provides an equal employment opportunity to an individual with a disability. Under the Rehabilitation Act of 1973 the Equal Employment Opportunity Commission (EEOC) must provide reasonable accommodations:

- An applicant with a disability needs an accommodation to have an equal opportunity to apply for a job.
- An employee with a disability needs an accommodation to perform the essential job duties or to gain access to the workplace.
- An employee with a disability needs an accommodation to receive equal access to benefits, such as details, training, and office-sponsored events.

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Relocation costs will not be paid for this position.