



# OUTREACH NOTICE

## NORTHERN REGION CUSTER GALLATIN NATIONAL FOREST Bozeman Ranger District, Bozeman, Montana

**TITLE:** Fisheries Biologist, Pathways Indefinite Intern or Merit Promotion

**SERIES/GRADE:** GS-0499-4/5/7/9

**DUTY STATION:** Bozeman, Montana

**The purpose of this outreach notice is to inform prospective applicants of this upcoming opportunity.**

**For more information or technical questions about this position, please contact: Bruce Roberts at (406) 522-2544, Scott Barndt at (406) 587-6749 or Scott Spaulding at (406) 329-3287.**

Are you interested in learning aquatic ecology on the most ecologically diverse National Forest in the Northern Region? Would you like to be part of a Watershed Management Team that has over 100 years of cumulative and very diverse work experience in fisheries (anadromous, prairie, desert river and mountain ecosystems), hydrology (fish passage, fish barrier, stream channel design, hydrologic/sediment modelling, riparian condition monitoring, flow regime classification and instream flow water rights) and soils (land reclamation and ecological site descriptions)? Does it excite you to experience aquatic ecology from alpine locations, where cutthroat trout and spotted frogs inhabit cold, perennial montane creeks to intermittent, warm prairie streams providing habitat for native brassy minnows and Great Plains toads? If this sounds interesting to you and you are a motivated, hard-working aspiring fisheries professional, the Custer Gallatin National Forest would like to inform you of an upcoming opportunity.

The Northern Region (Region 1) of the U.S. Forest Service will be sponsoring and the Custer Gallatin National Forest (CGNF) will be hosting an Indefinite Pathways Intern position in fisheries biology. However, we are also outreaching this position internally as a career ladder position.

**More on the Pathways Indefinite Intern Program:** Prior to being accepted in to the Pathways Indefinite Internship Program, the successful applicant will be asked to sign a mobility statement agreeing to be placed anywhere within the region for two years upon completion of this position. The Intern will complete a minimum of 640 hours of required work experience. Upon successful completion of these 640 hours, the Intern will be converted to a Permanent Appointment (Career or Career Conditional) as a Fisheries Biologist in Bozeman, Montana. After successfully completing a probationary period of one year on the CGNF, which requires successful work performance and training, the incumbent will be placed on a unit within the Northern Region of the U.S. Forest Service.

The duties of this position will encompass the full range of responsibilities and skills expected of a professional fisheries biologist. A training plan will be established to give the incumbent a full array of training including general Forest Service orientation and history, supervisory skills, environmental law (NEPA, NFMA, ESA), leadership, ecosystem management, technical tools (GIS, database, data recorders,

GPS, etc.), grants and agreement management, monitoring, program management, safety and so forth. The incumbent will be given various work assignments to use and reinforce the training materials. The Custer Gallatin National Forest's Watershed Management Team (Fisheries, Hydrology and Soils) will serve as primary trainers and mentors, but other resource and management specialists will assist training.

The Pathways Indefinite Internship Program replaces the Student Career Experience Program (SCEP). 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.

Here are some key provisions of the Pathways Indefinite Internship Program:

### **Eligibility**

- Current students in an accredited high school, college (including 4-year colleges/universities, community colleges, and junior colleges); professional, technical, vocational, and trade school; advanced degree programs; or other qualifying educational institution pursuing a qualifying degree or certificate.

### **Program Administration**

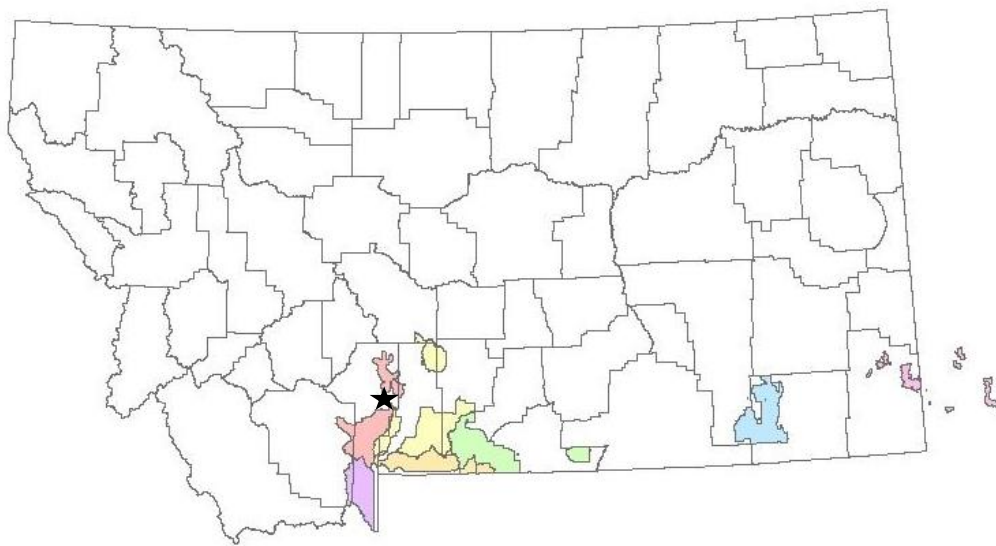
- The Internship Program is primarily administered by each hiring agency.
- Agencies may hire Interns on a temporary basis for up to one year for an initial period, or for an indefinite period, to complete the educational requirement.
- Interns may work either part- or full-time.
- Each agency must sign a Participant Agreement with the Intern that sets forth the expectations for the internship.

### **Program Completion and Conversion**

- Interns may be converted to a permanent position (or, in some limited circumstances, to a term position lasting 1-4 years) 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 position to which the Intern will be converted
  - Meet agency-specific requirements as specified in the Participant's Agreement, and
  - Perform their job successfully.
- Agencies may waive up to 320 of the required 640 hours of work for Interns who demonstrate high potential as evidenced by outstanding academic achievement and exceptional job performance.
- In addition, students working in agencies through third-party intern providers may count up to 320 of the hours they work toward the 640 hour requirement.
- Time spent under previous Internship Program appointments may count towards required work experience hours.

A mailing list of interested folks will be compiled using information obtained within your returned Outreach Notice Form (See attachment). Those responding to this Outreach Notice will be notified directly of the upcoming job announcement. This position will be announced during the fall 2015. A referral list of qualified applicants will be pulled mid-winter.

**Facts and Figures about the Custer Gallatin National Forest:** The Custer Gallatin National Forest, headquartered in Bozeman, MT, is comprised of over 3 MM acres, and consists of 3 MM acres of land in south west, central and south eastern Montana, and approximately 74,000 acres in South Dakota. The National Forest consists of seven Ranger Districts: Sioux, Ashland, Beartooth, Yellowstone, Gardiner, Bozeman and Hebgen Lake - which are scattered from the northwestern corner of South Dakota to the north and western boundaries of Yellowstone National Park, respectively. The two eastern Ranger Districts have a more rural, agricultural based setting while the more mountainous five western Districts are known for their superb outdoor recreational opportunities. It is almost 600 road miles between the eastern and western most Ranger Districts on the Forest. Bozeman, home to Montana State University, has a great variety of citizens with many interests that contribute to making it a diverse and interesting place to call home.



# OUTREACH NOTICE FORM

**Respond to:**  
**Bruce Roberts at [broberts@fs.fed.us](mailto:broberts@fs.fed.us)**

**BY OCTOBER 23, 2015**

**Position Title/Series/Grade:** Fisheries Biologist, Indefinite Pathway Intern, GS-0499-4/5/7/9

**Duty Station:** Bozeman, Montana

**Address:** 3710 Fallon Street, Suite C, Bozeman, MT 59718

**Phone:** 406-522-2544

## Personal Information

Name:	Date:
Email:	Phone:
Address:	
Type of appointment you are currently under:	Career <input type="checkbox"/> Career-Conditional <input type="checkbox"/> Excepted <input type="checkbox"/> Temporary <input type="checkbox"/> Student <input type="checkbox"/> Other <input type="checkbox"/>
Is this the highest grade you've held?	Are you currently a Federal employee: Yes <input type="checkbox"/> No <input type="checkbox"/>
<b>Briefly describe why you will be a quality candidate for this position: (Optional)</b>	