

COMMONWEALTH OF PENNSYLVANIA
invites applications for:



Wildlife Biologist 2 - Grouse and Woodcock

The Commonwealth of Pennsylvania is proud to be an equal opportunity employer supporting workplace diversity.

SALARY:	\$51,560.00 - \$78,416.00 Annually
JOB TYPE:	Civil Service Permanent Full-Time
DEPARTMENT:	Game Commission
LOCATION:	Dauphin County
OPENING DATE:	09/21/21
CLOSING DATE:	10/05/21 11:59 PM
JOB CODE:	62120
POSITION NUMBER:	19733
UNION:	AFSCME
BARGAINING UNIT:	B4
PAY GROUP:	ST07
BUREAU/DIVISION CODE:	234130
BUREAU/DIVISION:	Bureau of Wildlife Management
WORKSITE ADDRESS:	2001 Elmerton Avenue
CITY:	Harrisburg
ZIP CODE:	17110
CONTACT NAME:	Lisa Houck
CONTACT PHONE:	717-787-7836 
CONTACT EMAIL:	gamevacancybids@pa.gov
THE POSITION:	

Work hours: Monday - Friday 7:45 AM - 4:00 PM (37.5 hours/week)

Information to support your eligibility for the position must be provided on the application (i.e., relevant, detailed experience/education). **Do not submit** resumes, cover letters, and similar documents. These documents will not be reviewed for the purposes of determining your eligibility for the position. You must ensure your submission includes sufficient detail of time periods, experience, and qualifications to show that you meet the Minimum Experience and Training

Requirement listed on the Vacancy Notice.

Please attach a copy of your most recent Employee Performance Review (EPR) to your application. If you do not have an EPR for your current position, you must provide a statement to this effect with your application.

- Please note that if you are selected for this position, this information will be confirmed with your supervisor.
- An electronic copy of your EPR can be obtained through ESS (www.myworkplace.pa.gov) in the "Personal" section by clicking on "Official Personnel File."

Failure to comply with the above application requirements will eliminate you from consideration for this position. Please use the contact information provided for additional information.

If the information you provide is not detailed enough to show that you meet these requirements, you will be considered **NOT QUALIFIED** regardless of whether you possess the necessary qualifications.

If you are contacted for an interview and need accommodations for the interview due to a disability, please advise the interviewer of the accommodations you require well in advance of the scheduled date.

DESCRIPTION OF WORK:

Performs highly technical, professional wildlife research/management work, primarily for game bird species.

Has direct responsibility for statewide management and research program-for ruffed grouse and American woodcock.

Develops statewide management plans for grouse and woodcock with specific goals and objectives.

Designs methods to implement and monitor management plan objectives and collaborates with internal and external partners to develop strategies to evaluate their success or failure.

Proposes budgets, grants, research proposals, contracts, rules, regulations, policies, and procedures to support implementation of statewide management plans, research, surveys, and other work.

Serves as project leader in conducting research project(s) to address questions or implementation issues regarding wildlife populations, habitat conditions, harvest levels, and impacts of hunting. This includes developing research proposals and project budgets, recruiting internal and external partners, researching and acquiring equipment, tools and aids, and training field personnel to accomplish stated objectives.

Interprets program goals, objectives, priorities, policies, rules, procedures and guidelines for field personnel, including Game Wardens, Game Lands Officers, Regional Wildlife Management Supervisors, Bureau of Wildlife Management (BWM) biologists, cooperating personnel from other agencies, and volunteers.

Develops and coordinates implementation of work with field personnel (e.g. Game Wardens, Game Lands Officers, Regional Wildlife Management Supervisors, Wildlife Health Technicians and other relevant field staff, BWM biologists, cooperating personnel from other agencies, and volunteers) and their supervisors for population and harvest surveys, tracking species status and

trends.

Coordinates surveys of hunters, field staff, and volunteers to develop abundance indices based upon standard survey protocols (ex. grouse and woodcock cooperator surveys, grouse summer sighting surveys, woodcock singing ground surveys, etc.). Maintains regular communication with participants and reviews work to ensure compliance with procedures, working with and through immediate supervisors and taking corrective action when necessary through the supervisory chain-of-command.

Compiles and analyzes grouse population, harvest, and habitat data to provide hunting season recommendations and forecasts, using the Grouse Responsive Harvest Framework.

Coordinates statewide, research-based woodcock surveys to assess response to habitat treatments, using standard USFWS Singing Grouse Survey protocol.

Assists Wildlife Services Division staff with coordination and implementation of Pennsylvania portions of federal population surveys for woodcock.

Is the primary agency liaison with the U.S. Fish and Wildlife Service (USFWS) and other state agencies, private groups, and individuals involved with grouse and management issues.

Is the designated agency representative at the annual USFWS Woodcock Wingbee and provides technical expertise on determination of age and gender of game birds, and on issues concerning their life history and management.

Coordinates work with biological aides and volunteers involved with surveys, research, and biological and disease data collection for grouse and woodcock.

Applies accepted statistical techniques and computer software programs to analyze population and harvest trend data, survival rates, and data from research studies, and interprets / reports on results.

Implements and coordinates federal and regional habitat initiatives for grouse and woodcock, in the Commonwealth.

Provides technical assistance to public and private land management agencies and organizations implementing grouse and woodcock habitat management on public and private lands. Works with partners to develop and improve data-driven grouse and woodcock habitat siting tools for use in comprehensive State Game Lands planning as well as siting on other public and private lands

Reviews legislation and Commission action for impacts on programs and recommends and develops draft rules, regulations, policies, and procedures to support programs, solve problems, and further agency objectives.

Represents the agency at various public meetings and hearings regarding management of grouse and woodcock.

Plans and conducts training and workshops for field personnel and provides instruction on grouse and woodcock, programs to Game Warden cadets.

Communicates information on programs, research results, general life history, and management of grouse and woodcock by developing programs and presenting them orally or by PowerPoint, or by providing program material to other agency personnel for use as part of the agency's Information & Education and Marketing efforts.

Presents research and management findings at scientific conferences, symposia, and

workshops and publishes results in scientific journals and popular outlets. • Develops, prepares and compiles various written reports on program accomplishments and activities for bureau and agency directors and Board of Commissioners.

Prepares letters, reports, newsletters, memoranda, social media postings, and other correspondence to exchange information with field personnel, co-workers, supervisors, elected officials, sporting groups, NGOs, and the public.

Submits administrative reports (time, vehicle, purchasing, etc.) in a timely and accurate manner.

Annually operates a bear check station, conducts deer aging at meat processors, and conducts breeding waterfowl surveys and other surveys as required.

Completes other job related duties as assigned.

Essential Functions:

1. Collect, interpret, analyze, and report information on wildlife populations, life histories, harvest, and habitat use.
2. Evaluates the effectiveness of ongoing projects through analysis of reports, discussions with staff: and on-site review.
3. Conducts wildlife research. Captures, marks and conducts radio telemetry on game birds in the field.
4. Conduct field activities in rough terrain under adverse weather conditions.
5. Coordinates work with internal and external partners and provides instruction to field personnel in conducting surveys and data collection.
6. Analyzes population, harvest, and habitat data using statistical methods and computer software and modeling programs.
7. Provides technical assistance on habitat management and project siting for assigned species.
8. Presents research findings at scientific conferences, agency and public meetings and is proficient in use of PowerPoint and public speaking.
9. Prepares written research proposals, management plans, and scientific and popular articles concerning assigned species and their management.
10. Travels within and out of state to assist with research and monitoring of assigned species and to attend meetings and conferences.

REQUIRED EXPERIENCE, TRAINING & ELIGIBILITY:

Recruitment Method(s):

Applicants must meet one (or more) of the following methods(s) to be considered for this vacancy:

- Promotion Without Examination
- Transfer
- Reassignment
- Voluntary Demotion

Eligibility - All Candidates:

1. Meet the minimum experience and training required for the job: One year as a Wildlife Biologist 1;

or

A Master's Degree with a major in Wildlife Management and one year experience as a wildlife

biologist.

or

A Bachelor's Degree with a major in Wildlife Management, and a minimum of three years experience in wildlife management research.

2. Possess Class "C" Drivers License
3. Be eligible for selection in accordance with Civil Service rules.
4. PA residency is waived for this title.

EXAMINATION INFORMATION:

Eligibility - Competitive Promotion Without Examination Only CLASS RESTRICTIONS Have held regular civil service status in one of the following classifications:

- Wildlife Biologist 1

"Applications will be reviewed to determine if employees previously held regular status or currently hold regular status in a class for which there is a logical occupational, functional, or career development relationship to the posted position, or if there is a clear linkage between the required knowledges, skills, and abilities of the previously or currently held class with those needed for the posted position."

SELECTION CRITERIA:

Minimum experience and training required for the job.

Meritorious service; defined as (a) the absence of any discipline above the level of written reprimand during the 12 months preceding the closing date of the posting, and (b) the last due overall regular or probationary performance evaluation was higher than unsatisfactory or fails to meet standards.

Seniority, defined as a minimum of one year(s) in the next lower class(es) by the posting closing date of 10/05/2021.

Interested qualified applicants must submit all requested materials as specified in the "How to Apply" section. Failure to comply with the application requirements will eliminate you from consideration for this position. Submit completed application materials to the website listed in "How to Apply" section below. Additional information may be obtained by calling (717) This section is issued for compliance with Management Directive 580.19, Promotion in the Classified Service without Examination.

Information to support your eligibility for the position must be provided on the application (i.e., relevant, detailed experience/education). **Do not submit** resumes, cover letters, and similar documents. These documents will not be reviewed for the purposes of determining your eligibility for the position. You must ensure your submission includes sufficient detail of time periods, experience, and qualifications to show that you meet the Minimum Experience and Training Requirement listed on the Vacancy Notice.

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EXAMINATION INFORMATION:

HOW TO APPLY:

Submit an online application at

<https://www.governmentjobs.com/careers/pabureau/promotionaljobs> and most recent Employee Performance Review (EPR).

Faxed, e-mailed, mailed, late and/or incomplete applications will not be accepted.

The Commonwealth is an equal employment opportunity employer and is committed to a diverse workforce. The Commonwealth values inclusion as we seek to recruit, develop, and retain the most qualified people to serve the citizens of Pennsylvania. The Commonwealth does not discriminate on the basis of race, color, religious creed, ancestry, union membership, age, gender, sexual orientation, gender identity or expression, national origin, AIDS or HIV status, disability, or any other categories protected by applicable federal or state law. All diverse candidates are encouraged to apply.

APPLICATIONS MAY BE FILED ONLINE AT:
<http://www.employment.pa.gov>

Job #I-2021-03872
WILDLIFE BIOLOGIST 2 - GROUSE AND WOODCOCK
LH

OUR OFFICE IS LOCATED AT:
613 North Street
Harrisburg, PA 17120

jobs@pa.gov

An Equal Opportunity Employer
