



RESEARCH, EDUCATION, AND ECONOMICS
Agricultural Research Service
VACANCY ANNOUNCEMENT
RESEARCH POSITION

United States Department of Agriculture

Announcement Type: ALL SOURCES/ALTERNATIVE MERIT PROMOTION

Position Title: INTERDISCIPLINARY: Supervisory Research Chemist/Supervisory Research Physical Scientist/
Supervisory Research Biological Scientist/Supervisory Chemical
Engineer/Supervisory Materials Engineer

Series/Grade: GS-1320/1301/0401/0893/0806-14/15

Salary: GS-14: \$82,438 - \$107,170 per annum
\$96,970 - \$126,064 per annum

GS-15:

****NOTE:** This is a re-advertisement.

Type of Appointment: Permanent, Full-Time

Location of Position: USDA, ARS, Mid South Area
Southern Regional Research Center
Cotton Chemistry and Utilization Research
New Orleans, Louisiana

Previous applicants will not need to re-apply unless desired. Additional information to supplement existing application on file will be accepted. Must include announcement number on any additional information.

Announcement Number: ARS-X4S-0073-R**

Opening Date: September 27, 2004

Closing Date: November 15, 2004

Area of Consideration: All U.S. Citizens

APPLICATIONS WILL BE ACCEPTED FROM USDA SURPLUS AND FEDERAL DISPLACED EMPLOYEES IN THE COMMUTING AREA.

DUTIES: Incumbent conducts personal research, serves as Research Leader, and leads a productive group that conducts research aimed at developing new and improved products for more effective utilization of cotton. As Research Leader, the incumbent manages the daily activities of the Unit's laboratories and personnel (currently 29 employees), maintains the Unit's research capabilities, allocates resources (funds, space, equipment and personnel) to maximize the Unit's productivity, ensures that research results are communicated in appropriate venues (meetings, research reports, popular-press articles, etc.), initiates and promotes technology transfer efforts, serves as team leader in organizing the group to address research objectives effectively, and mentors scientists to assist them in carrying out their roles.

Specific objectives of the research unit are: 1) determine the mechanism of chemical crosslinking in order to improve and make safer those cellulosic crosslinking operations in use today; 2) develop inexpensive formaldehyde-free durable press reagents; 3) devise new methods for imparting antimicrobial and wound-healing properties to cotton fabrics; 4) develop new technologies for imparting durable flame resistance to cotton apparel, bed clothing, carpeting, pile fabrics, and nonwovens; 5) produce novel non-textile products from cotton; 6) improve efficiency of fabric preparation including ultrasonic energy; and 7) develop biochemical techniques to modify cotton textiles for enhanced performance or related to product safety.

The expected results of the unit's research is having a research group where customers and stakeholders are well informed about the group's activities and have interest in the outcomes; and the research is effective at reaching the objectives laid out for it.

QUALIFICATIONS:

YOUR EDUCATION AND EXPERIENCE WILL BE EVALUATED AGAINST THE KNOWLEDGE, SKILLS AND ABILITIES (KSAs) AS OUTLINED UNDER SPECIALIZED EXPERIENCE. A SPECIFIC RESPONSE TO THE REQUIREMENTS OUTLINED UNDER SPECIALIZED EXPERIENCE IS HIGHLY RECOMMENDED TO ENSURE ADEQUATE CONSIDERATION IN THE EVALUATION PROCESS.

Basic Requirements:

(CONT'D NEXT PAGE)

Research Chemist, GS-1320:

Degree in the physical sciences, life sciences, or engineering that included 30 semester hours in chemistry, supplemented by course work in mathematics through differential and integral calculus, and at least 6 semester hours of physics.

Research Physical Scientist, GS-1301:

Degree in physical science, engineering, or mathematics that included 24 semester hours in physical science and/or related engineering science such as mechanics, dynamics, properties of materials, and electronics.

Research Biological Scientist, GS-0401:

Degree in the biological sciences, agriculture, chemistry, or related disciplines appropriate to the position.

Chemical Engineer/Materials Engineer, GS-0893/0806:

Professional engineering degree OR 1) current registration as a professional engineer, 2) evidence of having successfully passed the Engineer-in-Training examination or the written test required for professional registration, 3) successful completion of at least 60 semester hours of courses in the physical, mathematical, and engineering sciences that meet the requirements for a professional engineering degree, or 4) successful completion of course work leading to a bachelor's degree in engineering technology or an appropriate professional field and one year of professional engineering experience.

In addition to the above basic requirements, applicants must have 1 year of specialized experience at least equivalent to the next lower grade level.

Specialized Experience: Professional research experience that equipped the applicant with:

1. Ability to plan, conduct, and publish results of research on chemical modification and utilization for traditional and new uses of cotton or cotton related products.
2. Knowledge of instrumental methods for analysis and characterization of chemical products.
3. Ability to use biologically-based experimental design techniques for the development of improved cotton products.

The following KSA's will be used to evaluate candidates in the interview and selection process:

1. Ability to lead and accomplish work through others (e.g., team building, conflict management, cultural awareness, strategic thinking, decisiveness, technology management and political savvy).
2. Ability to communicate with individuals or groups from diverse backgrounds in a variety of situations.

Education: Applicants should attach a copy of college transcripts or a list of college courses with titles of courses, number of semester or quarter hours, date completed, and grades. If this information is not provided, your education may not be properly evaluated and you may lose consideration for this position.

APPLICATION INFORMATION

HOW TO APPLY: Send a resume, Curriculum vitae, Optional Application for Federal Employment (OF-612), or SF-171, to the contact address listed below. The following information is required to evaluate applicant qualifications and to determine if applicants meet legal requirements for Federal employment:

- Announcement number, title, and grade(s) for the position
- Full name, mailing address (including zip code) and day and evening phone numbers (with area code)
- Social security number
- Identify country of citizenship (**U.S. Citizenship required**)
- Veterans' Preference (If applicable--see "Veterans' Preference" below for required forms and documentation)
- Highest Federal civilian grade held (if applicable)
- Current Federal employees **must** submit their most recent performance appraisal.
- Current Federal employees and reinstatement eligibles should submit an SF-50, Notification of Personnel Action, to verify competitive eligibility
- Highest education level achieved. Specify:
 - Name, city, state, zip code (if known)
 - Date or expected date (month/year) of completion of degree requirements
 - Type of degree received
 - Graduates of foreign universities must include proof of foreign education equivalency to an accredited U.S. college/university
- Copy of college transcripts or list of college courses.
- Paid and nonpaid work experience related to the position. For each work experience include:
 - Job title
 - Series/grade (if Federal employment)
 - Duties and accomplishments
 - Employer's name and address
 - Supervisor's name and address
 - Starting and ending dates
 - Hours per week
 - Salary
 - Indicate if we may contact current supervisor/employer
- Job-related:
 - Training courses (title and year)
 - Skills (e.g., other languages, typing speed, computer software/hardware, tools, etc.)
 - Certificates/licenses (current)
 - Honors, awards, and special accomplishments
- A one-page abstract of MS thesis and/or PhD dissertation.
- List of:
 - Names, addresses, and phone numbers of persons familiar with applicants stature, contributions, and recognition;
 - Honors and awards;
 - Memberships in professional or honor societies;
 - Invitations to make presentations at scientific/
 - Technical meetings;
 - Scientific society office and committee assignments;
 - Presentations (other than invitations); and
 - Publications.

OTHER IMPORTANT INFORMATION:

- All status candidates who wish to be considered under both alternative merit promotion and non-status competitive examining must submit two (2) complete applications. When only one (1) application is received, it will be considered under the alternative merit promotion procedures if the applicant is a current or former Federal employee with reinstatement eligibility.
- This position is being filled in accordance with the Alternative Merit Promotion system. All merit promotion principles remain in effect.
- Applicants will be evaluated based on the quality and extent of their experience, education, and accomplishments. This may include factors such as number of credits in directly related subjects, grade point average, relatedness of work experience, and any other evidence of ability to do the work of the position. For current and former Federal employees, the performance evaluation may also be taken into consideration. Please be sure that your application or resume contains all of the information we need to determine if you are well qualified.
- Vacant research positions may be filled at any one of several grade levels depending upon the scientific impact of the person selected. A peer review may be required to determine the appropriate grade level of the position and supplemental materials from the selectee may be required.
- **Relocation Expenses:** Payment of relocation expenses will be determined in accordance with P&P 412.5 Recruitment and Retention Incentives and Other Special Pay, Sections 6 and 7, which may be found at <http://www.afm.ars.usda.gov/hrd/jobs/index.htm> and click on, "Policy on Payment of Relocation Expenses" under General Information.

- **USDA surplus/Federal displaced employees must** submit documentary evidence of eligibility. Well qualified surplus and displaced employees within the local commuting area will receive selection priority as provided by OPM regulations. Well-qualified means the applicant meets the basic qualification and eligibility requirements and all selective placement factors; is rated above minimally qualified against the knowledge, skills, and abilities or quality criteria; and is able to satisfactorily perform the duties of the position upon entry. Applicants **must** submit the following:

- a copy of their RIF Separation Notice (for displaced employees) OR Certification of Expected Separation or other documentation identifying you as surplus;
- evidence of full performance level of current position;
- a copy of their most recent performance appraisal; and
- a copy of their most recent SF-50, Notification of Personnel Action, to verify reassignment eligibility.

- Current Federal employees must submit their most recent performance appraisal.

- Current Federal employees and reinstatement eligibles should submit an SF-50, Notification of Personnel Action, to verify competitive eligibility.

- **Promotion Potential: Research scientists have open-ended promotion potential. Research accomplishments and their impact on the duties and responsibilities of positions are evaluated periodically. The grade level is limited only by the individual's demonstrated ability to perform research of recognized importance to science and technology.**

- Males over age 18 who were born after December 31, 1959, must have registered with the Selective Service System (or have an exemption) to be eligible for a Federal job.

- **If applications do not contain all of the requested information, applicants may lose consideration for the job.**

- **If applicants make a false statement in any part of their application, they may not be hired; may be fired after they begin work; or may be fined or jailed.**

- Applicants will not be notified of the status of their application until a final selection has been made.

- Applications submitted via Government envelopes will not be accepted.

- **Financial Disclosure.** Federal employees are subject to prohibitions against officially dealing with outside organizations in which they have a financial interest. The incumbent of this position:

will be required to submit a financial disclosure report within 30 days of their effective date of appointment and annually thereafter. may be required to submit a financial disclosure report.

- **APPLICATIONS MUST BE**

POSTMARKED, FAXED OR EMAILED BY THE CLOSING DATE OF THE ANNOUNCEMENT.

RECEIVED BY THE CLOSING DATE OF THE ANNOUNCEMENT.

SPECIAL HIRING AUTHORITIES: If you meet the basic eligibility requirements and you are eligible for a noncompetitive appointment (a list of who may be eligible for noncompetitive appointments can be found at www.usajobs.opm.gov/a1.htm, please indicate the type of special appointment you are seeking on your application and follow all other instructions in this announcement. If you do not indicate the type of special appointment you are seeking, you will be considered under competitive procedures. If you wish to be considered under both noncompetitive and competitive procedures, please submit two (2) complete applications.

VETERANS' PREFERENCE: If applicants served on active duty in the United States military and were separated under honorable conditions, they may be eligible for veterans' preference. To claim 5-point veterans' preference, you must attach a copy of your DD-214, Certificate of Release or Discharge from Active Duty, or other proof of eligibility. To claim 10-point veterans' preference, attach an SF-15, Application for 10-Point Veterans Preference, plus the documentation required by that form. For further details, call the U.S. Office of Personnel Management (OPM) at 478-757-3000 or TDD 478-744-2299. Select "Federal Employment Policies and Procedures" then "Veterans Preference and Special Hiring Authorities for Veterans".

EEO STATEMENT: The U.S. Department of Agriculture (USDA) prohibits discrimination in all its programs and activities on the basis of race, color, national origin, gender, religion, age, disability, political beliefs, sexual orientation, and marital or family status. (Not all prohibited bases apply to all programs.) Persons with disabilities who require alternative means for communication of program information (Braille, large print, audiotape, etc.) should contact USDA's TARGET Center at 202-720-2600 (voice or TDD).

To file a complaint of discrimination, write USDA, Director, Office of Civil Rights, Room 326-W, Whitten Building, 14th and Independence Avenue, SW, Washington, DC 20250-9410 or call (202)720-5964 (voice or TDD). **USDA is an equal opportunity provider and employer.**

ACCOMMODATION: This agency provides reasonable accommodations to applicants with disabilities where appropriate. If you need a reasonable accommodation for any part of the application and hiring process or have questions/concerns regarding reasonable accommodation and/or accessibility for any part of the application and hiring process, please contact Sue Dixon, ARS, Civil Rights Staff, 202-690-0372, DC Relay Service: 202-855-1234 (TDD). The decision on granting reasonable accommodation will be on a case-by-case basis.

CONTACT:

For a copy of this vacancy announcement and/or applications forms, call 301-504-1482.

For specific questions regarding this vacancy only, call: Jocelyn Mack on 504-286-4415.

Submit applications to:

USDA, Agricultural Research Service
Human Resources Division
ATTN: Jeanette Hubbard

5601 Sunnyside Avenue
Beltsville, MD 20705-5105
301-504-1499

FAX applications to: 301-504-1535

E-MAIL applications to: scirecruit@ars.usda.gov **(If submitting applications via E-mail, be sure to mail or fax other required documentation such as college transcripts, SF-50, most recent performance appraisal, and/or DD-214/SF-15 separately and include the vacancy announcement number of the position.)**

For employment information and current job opportunities:

INTERNET ADDRESS: www.ars.usda.gov

DIAL-A-VACANCY: 301-504-1482

DC RELAY SERVICE: 202-855-1234 (TDD)