



RESEARCH, EDUCATION, AND ECONOMICS
Agricultural Research Service
VACANCY ANNOUNCEMENT

United States Department of Agriculture

Announcement Type: ALL SOURCES/ALTERNATIVE MERIT PROMOTION

Position Title: Research Dairy Scientist

Series/Grade: GS-0487-13/14/15

Salary: GS-13: \$69,762 - \$90,692 per annum

GS-14: \$82,438 - \$107,170 per annum

GS-15: \$96,970 - \$126,064 per annum

Type of Appointment: Permanent, Full-Time

Location of Position: U.S. Dairy Forage Research Center (USDFRC), Institute for Environmentally Integrated Dairy Management (IEIDM), Marshfield, Wisconsin

Announcement Number: ARS-X4W-0298

Opening Date: September 7, 2004

Closing Date: November 29, 2004

Area of Consideration: All U. S. Citizens

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

DUTIES: Within the Institute for Environmentally Integrated Dairy Management (IEIDM) unit, the incumbent will function as the lead dairy scientist conducting basic and applied research to optimize animal diets from grazing and harvested feed systems to enhance growth and development of productive dairy replacement heifers and the milking herd while protecting the environment. Incumbent will work with veterinary scientists to assess interactions between livestock, wildlife and pathogens. IEIDM research objectives are improved nutrient management, and manure handling; reduced degradation of air, water and soil quality; controlled pathogen transmission and; education and outreach. The research will contribute to the overall mission of the USDFRC which develops the science and technology base for the dairy industry to more fully utilize the forage-producing potential of the U.S. The incumbent will be a key member of a multidisciplinary team with major responsibility to improve nutrient utilization and minimize losses of nutrients and gaseous emissions to the environment.

QUALIFICATIONS: *Transcripts must be submitted*

Basic Requirements: A: Degree: animal science, dairy science, poultry science; or a related discipline or field of animal science that included at least 30 semester hours in the basic biological and agricultural sciences, and 20 semester hours in animal science. At least 10 of the required 20 semester hours in animal science must have been in dairy science.

OR B: Combination of education and experience that included course work equivalent to a major in the basic biological and agricultural science that included the required amount of semester hours in animal and dairy science.

In addition to the above basic requirements applicants must have:

One year of specialized experience equivalent to the next lower grade in the Federal service.

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

1. Knowledge of experimental ruminant animal growth and development.
2. Knowledge of ruminant nutritional physiology, forage crop production, forage quality, and forage utilization.
3. Knowledge of fiber, non-fiber carbohydrates and protein in forages and other feed supplements.
4. Knowledge of forage and feed analysis.
5. Ability to publish research results in peer reviewed journals and make presentations at scientific meetings, conferences, and to industry representatives.

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.

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 is 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 (if required under **QUALIFICATIONS** or if applicable to the position).
- 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

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.

- 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.

- This position is being filled in accordance with the Alternative Merit Promotion system. All merit promotion principles remain in effect.

- **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 www.afm.ars.usda.gov/divisions/hrd/hrdhomepage/empopp.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.

- 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.

- **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.

[X] may be required to submit a financial disclosure report.

- 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.

- **APPLICATIONS MUST BE
[X] POSTMARKED 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 912-757-3000 OR tdd 478-744-2299. Select "Federal Employment Policies and Procedures" and then "Veterans Preference and Special Hiring Authorities for Veterans." Or, visit their VetGuide web site: www.opm.gov/employ/html/vetguide.htm.

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 or 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:

Location contact: Jean Weinbrenner, 608-264-5357

Name and phone number of Servicing Specialist, Margy Trout, 301-504-1580.

Submit applications to:

USDA, Agricultural Research Service
Human Resources Division
ATTN: Western Services Branch
ARS-X4W-0298
5601 Sunnyside Avenue
Beltsville, MD 20705-5106

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)**