

POSITION DESCRIPTION						
1. Position Number			2. Explanation (show any positions replaced)			
3. Reason for Submission <input type="checkbox"/> New <input type="checkbox"/> Redescription <input type="checkbox"/> Reestablishment <input type="checkbox"/> Standardized PD <input type="checkbox"/> Other						
4. Service <input type="checkbox"/> HQ <input type="checkbox"/> Field	5. Subject to Identical Addition (IA) Action <input type="checkbox"/> Yes (multiple use) <input type="checkbox"/> No (single incumbent)					
6. Position Specifications Subject to Random Drug Testing <input type="checkbox"/> Yes <input type="checkbox"/> No Subject to Medical Standards/Surveillance <input type="checkbox"/> Yes <input type="checkbox"/> No Telework Suitable <input type="checkbox"/> Yes <input type="checkbox"/> No Fire Position <input type="checkbox"/> Yes <input type="checkbox"/> No Law Enforcement Position <input type="checkbox"/> Yes <input type="checkbox"/> No			7. Financial Statement Required <input type="checkbox"/> Executive Personnel-OGE-278 <input type="checkbox"/> Employment and Financial Interest-OGE-450 <input type="checkbox"/> None required		10. Position Sensitivity and Risk Designation <u>Non-Sensitive</u> <input type="checkbox"/> Non-Sensitive: Low-Risk <u>Public Trust</u> <input type="checkbox"/> Non-Sensitive: Moderate-Risk <input type="checkbox"/> Non-Sensitive: High-Risk <u>National Security</u> <input type="checkbox"/> Noncritical-Sensitive: Moderate-Risk <input type="checkbox"/> Noncritical-Sensitive: High-Risk <input type="checkbox"/> Critical-Sensitive: High-Risk <input type="checkbox"/> Special Sensitive: High-Risk	
		8. Miscellaneous Functional Code: -- BUS: --	9. Full Performance Level Pay Plan: Grade:			
11. Position is <input type="checkbox"/> 2-Supervisory <input type="checkbox"/> 4-Supervisor (CSRA) <input type="checkbox"/> 5-Management Official <input type="checkbox"/> 6-Leader: Type I <input type="checkbox"/> 7-Leader: Type II <input type="checkbox"/> 8-Non-Supervisory		12. Position Status <input type="checkbox"/> Competitive <input type="checkbox"/> SES <input type="checkbox"/> Excepted (specify in remarks) <input type="checkbox"/> SL/ST			15. Fair Labor Standards Act <input type="checkbox"/> Exempt <input type="checkbox"/> Nonexempt	
	13. Duty Station	14. Employing Office Location	16. Cybersecurity Code #1:                      #2: --                      #3: --	17. Competitive Area Code: Competitive Level Code:		
18. Classified/Graded by	Official Title of Position		Pay Plan	Occupational Code	Grade	Initial      Date
a. Department, Bureau, or Office						
b. Second Level Review			--		--	
19. Organizational Title of Position (if different from, or in addition to, official title)			20. Name of Employee (if vacant, specify)			
21. Department, Agency, or Establishment U.S. Department of the Interior			c. Third Subdivision			
a. Bureau/First Subdivision			d. Fourth Subdivision			
b. Second Subdivision			e. Fifth Subdivision			
22. Supervisory Certification. I certify that this is an accurate statement of the major duties and responsibilities of this position and its organizational relationships and that the position is necessary to carry out Government functions for which I am responsible. This certification is made with the knowledge that this information is to be used for statutory purposes relating to, but not limited to: FLSA determinations; position sensitivity and requirements; and appointment/payment of public funds. False or misleading statements may constitute violations of such statutes or their implementing regulations.						
a. Typed Name and Title of Immediate Supervisor			b. Typed Name and Title of Higher-Level Supervisor or Manager (optional)			
Signature		Date	Signature		Date	
23. Classification/Job Grading Certification. I certify that this position has been classified/graded as required by Title 5, U.S. Code, in conformance with standards published by the U.S. Office of Personnel Management or, if no published standards apply directly, consistently with the most applicable published standards.			24. Position Classification Standards Used in Classifying/Grading Position			
Typed Name and Title of Official Taking Action						
Signature		Date				
25. Position Review	Initials	Date	Initials	Date		
a. Supervisor						
b. Classifier						
26. Remarks						

**DOI Standard PD**  
**PD# DE00200**

**Classification: Range Technician, GS-0455-06**

**INTRODUCTION**

This Range Technician position is located in an operating office within a bureau or equivalent organization within the Department of the Interior (DOI). The primary purpose of the position is to perform technical rangeland management work in support of natural resource management programs in rangeland environments.

**MAJOR DUTIES**

**Allotment Management Plans (AMPs):** Ensures grazing permits and leases are compliant with the AMP. Reports violations or needed maintenance. Serves as a point of contact, for permittee/lessee, on a variety of general inquiries. Assists in preparation of grazing lease and permits and in other range administration matters such as cooperative agreements. Collects and maintains current actual use records on AMPs.

**Monitoring:** Inspects grazing allotments. Based on detailed guidance and directions from the rangeland management specialist and established schedules for inspection, contacts the range user for the purpose of resolving conflicts or deviations from licensed use. Counts livestock and reports on utilization and grazing impact. Maps out key areas of use. Inspects structural range improvement and reports violations or needed maintenance. Makes recommendations such as pasture rotation based on utilization. Implements recommendations made by rangeland management specialists to improve efficiency of operations. Explains procedures and results of studies/monitoring efforts to permittees.

**Range Improvements:** Identifies needed range improvements (wells, reservoirs, fences, vegetation projects, etc.). Assists in discussing and obtaining range user signatures relative to portions of cooperative agreements for approved projects. Assists with monitoring cooperative agreements and range improvement permit projects for conformance to specifications. Inspects and inventories existing range improvements.

**Integrated Weed Management (IWM):**

- **Implementation and Technical Support:** Implements a variety of weed management activities, plans, and proposals for the respective organization in accordance with all applicable resource management plans, environmental assessments, cooperative agreements, safety plans, etc. Utilizes established methods and practices to treat, control, and prevent infestations. Operates and maintains weed treatment equipment and supplies (UTVs, Herbicide sprayers, hand tools, chainsaws, and herbicides.) Requests replacement parts, new equipment, and supplies as needed. Safely mixes, maintains, and calibrates herbicides and pesticides for use in rangeland environments. Ensure activities comply with existing protocols and policies as they relate to weed management.
- **Partnerships:** Serves as a point of contact for the office's IWM Program. Works closely with landowners and cooperators within the geographic area in order to ensure routine

weed management efforts are successful. Informs users, the general public, and other bureau personnel of actions or proposals within the IWM program.

**Grazing Administration:** Updates case files and allotment file information in the automated system. Assists in the preparation of automated billing and range transfer documents.

**Range Inventory:** Provides assistance to specialists in pre-inventory mapping (soils, vegetation, etc.) by preliminary delineation in geographic information systems (GIS). Conducts range inventory surveys according to accepted standards and techniques. Reviews data for technical accuracy and transfers it to forms for computer data analysis to be used by resource planners. Coordinates with wildlife biologists to record areas of wildlife use, needs, and unique situations. May plan and conducts wild horse and burro inventories.

**Crew Leader:** Occasionally serves as crew lead for routine projects or assists with the supervision of work crews which may involve monitoring and training crews carrying out routine well precedent projects/assignments.

Performs other related duties as assigned.

**Factor 1 - Knowledge Required by the Position**

**FL1-4 - 550 points**

Practical and technical knowledge of the methods, techniques, and procedures of rangeland management sufficient to accomplish a variety of technical projects/assignments in support of rangeland management programs; carry out standard procedures; interpret plans and specifications; extract data from a variety of sources; apply and use data with consideration of the source characteristics; recognize and report errors, inconsistencies, and other deficiencies in technical data; keep records and prepare reports; and review findings and make recommendations.

Knowledge of livestock and livestock practices sufficient to identify grazing patterns and impact on rangelands.

Knowledge of the major plant species of the area by use of plant keys to perform range inventories and/or map weed locations.

Knowledge of GIS and GPS technologies sufficient to utilize geospatial equipment for field data collection and transfer of accurate data to automated systems and databases for analysis. Ability to read maps.

Knowledge and ability to utilize various types of computer programs and software applications related to the range program sufficient to enter, maintain, and retrieve information from various automated systems and databases; and develop reports and content for planning documents.

Ability to communicate effectively orally and in writing in order to present information in easy to understand formats that increase understanding of Bureau programs, policies, and objectives.

Ability to safely operate two- and four-wheel drive vehicles and all-terrain vehicles (ATVs).

Ability to use common hand tools and equipment such as chain saws, power sprayers, and GPS.

**Factor 2 - Supervisory Controls**

**FL2-3 - 275 points**

The supervisor or designated specialist outlines or discusses possible problem areas and defines objectives, plans, priorities, and deadlines. The supervisor or designated specialist provides assistance on controversial or unusual situations without clear precedents.

The incumbent independently plans and carries out the assignments in conformance with accepted policies and practices; adheres to instructions, policies, precedents, and guidelines in exercising judgment to resolve commonly encountered work problems and deviations; and brings controversial information or unusual findings to the supervisor's/specialist's attention for direction.

Completed work is reviewed for conformity with policy, technical soundness, adherence to deadlines, and accomplishment of objectives.

**Factor 3 - Guidelines**

**FL3-2 - 125 points**

The incumbent uses a variety of established procedures and guidelines directly applicable to assignments. These guides include departmental and bureau rules and regulations, memorandums, manuals, maps, office policies and procedures, standing operating instructions, oral instructions, and scientific or technical texts. The incumbent is especially resourceful in searching procedures, locating the criteria, and applying it as specified, though the process of locating and selecting the applicable guideline may be challenging and time consuming. Situations requiring significant deviations or when guidelines are not appropriate are referred to the supervisor or higher graded specialist for resolution.

**Factor 4 - Complexity**

**FL4-2 - 75 points**

Work consists of related steps, processes, and methods in completing assignments. The incumbent selects the appropriate approach method among established processes and procedures to complete recurring range assignments. The incumbent follows prescribed processes and methods as assignments increase in difficulty and recognizes the different actions to be taken depending on the source of information or any factual differences.

**Factor 5 - Scope and Effect**

**FL5-2 - 75 points**

Work involves applying specific rules, regulations, and procedures related to range work and performing clearly defined assignments. The work performed by the incumbent affects the accuracy, reliability, and acceptability of the work of rangeland management specialists, as well as the operation of the range program in the area administered by the office.

**Factors 6 - Personal Contacts and Factor 7 - Purpose of Contacts**

**FL-6/7 2b - 75 points**

Individuals contacted include employees in the bureau, inside and outside of the immediate organization (e.g., personnel from higher level organizational units, or, occasionally, resource persons from State or local government units, or other Federal agencies). Personal contacts also include permittees, the general public, contractor personnel, or special users (e.g., private landowners, cooperators, etc.).

Contacts are to provide information, receive and clarify instructions, and to report on work results or any problems encountered. Information may range from easily understood to highly technical. Contacts are also to plan and coordinate work efforts, explain pertinent laws, rules, regulations, contract, and lease provisions, and to monitor the activity of contractors, lease holders, and others. Persons contacted may have questions but are generally reasonable and cooperative.

**Factor 8 - Physical Demands**

**FL 8-2 - 20 points**

The work ranges from sedentary when completing duties in the office to frequent field work requiring a considerable amount of walking, riding, stooping, bending, and lifting.

**Factor 9 - Work Environment**

**FL9-2 - 20 points**

Office work is performed in adequately lighted, heated, and air-conditioned offices. Much of the time is spent in the field where exposure to extremes of heat and cold, rough terrain, insects, snakes, and other hazards are common. The incumbent carefully adheres to all safety procedures to mitigate hazards encountered.

**Total Points and Grade Conversion**

Total Points = 1215

Point Range = 1105-1350

Grade = GS-6