



[Home](#) > [HR Practitioners](#) > [Classification & Position Management](#) > [PD Library](#)

Fish Biologist 11

GS-0482-11

NOTE: THE SENTENCE IN PART I DESCRIBING THE PURPOSE OF THE POSITION AND PARTS II AND III IN THEIR ENTIRETY ARE PERMANENT PARTS OF THE LIBRARY AND MAY NOT BE CHANGED OR EDITED IN ANY WAY.

I. INTRODUCTION

The incumbent is involved in performing a variety of research, testing, or resources management activities in the area of fish biology. Work supports the goal of protecting, restoring, and managing the use of coastal and ocean resources through an ecosystem approach to management.

II. MAJOR DUTIES AND RESPONSIBILITIES

Resolves or advises on a variety of fish resource problems in such areas as assessment of projects or license applications on fishery resources; managing or developing fishery resources; developing policies, agreements and restrictions for the conservation and management of fishery resources; or assuring compliance with fishery management plans. Incumbent is often involved in extending or modifying existing frameworks to new work situations or applications. Serves as a technical specialist in a specific area and contributes advice and assistance to others, making recommendations or developing plans relative to this area of expertise.

III. FACTOR LEVELS

Factor 1, Knowledge Required by Position – Level 1-7, 1250 points

Knowledge of a wide range of concepts, principles, and methodology of fish biology as applied to an intensive fishery resource or related subject matter program, such as the management and operation of a fishery hatchery, fish passage facility, or a habitat evaluation program. Knowledge is sufficient to resolve complex problems; modify or adapt standard techniques, processes, and procedures; assess, select, and apply remedies suited to the assigned problem or situation; devise strategies to overcome significant resource problems; and recommend and justify appropriate resource management strategies.

Factor 2, Supervisory Controls – Level 2-4, 450 points

The supervisor outlines overall objectives and available resources. The incumbent and supervisor, in consultation, discuss timeframes and scope of the assignment including possible stages and approaches. The incumbent plans and carries out assignments; resolves most conflicts that arise, coordinates work with others as necessary, interprets policy and regulatory requirements, keeps the supervisor informed of progress and potentially controversial problems, concerns, issues; develops changes to plans and/or methodology; and recommends improvements to meet program objectives. Completed work is reviewed for soundness of overall approach, effectiveness in meeting requirements or producing expected results, the feasibility of recommendations, and adherence to requirements. Methods used by incumbent are not usually reviewed.

Factor 3, Guidelines – Level 3-3, 275 points

The incumbent uses a variety of reference materials and manuals, and also refers to broad guidelines, such as the Marine Mammal Protection Act, the Endangered Species Act, the Fish and Wildlife Coordination Act, or the National Environment Policy Act; however, the guidelines may not always be directly applicable to the work, or may have gaps in specificity. The incumbent uses judgment in selecting, interpreting, and applying available guidelines for adaptation to specific problems or issues.

Factor 4, Complexity – Level 4-4, 225 points

Work involves performing a variety of research, testing, or resources management duties requiring many different unrelated processes, methods, and problem solving techniques common to the discipline. Problems may involve relating new work situations to precedent situations; conducting investigations and special survey procedures; and extending, adapting, or modifying existing techniques. To decide what needs to be done, the employee conducts special studies; evaluates unusual circumstances; works with incomplete and conflicting data; reconciles environmental goals that have conflicting requirements. The incumbent uses considerable judgment to plan the sequence, direction, and progress of work; interpret voluminous data or data that are incomplete or conflicting; modify standard methods, practices, or existing guides to address current and evolving problems.

Factor 5, Scope and Effect – Level 5-3, 150 points

The purpose of the work is to investigate, analyze, or advise on conventional fishery resource problems and/or environmental conditions in accordance with established criteria. The incumbent identifies and resolves a variety of common problems, questions, or conditions in accordance with established precedents. The work affects the adequacy, accuracy, and effectiveness of the management and use of fish resources.

Factor 6, Personal Contacts and Factor 7, Purpose of Contacts – Level 3B, 110 points

Contacts are with individuals or groups inside and outside of the agency. Typical contacts are with contractors; legal professionals; representatives of community action committees; management officials or senior technical staff of corporations; and Federal agencies, academia, or professional organizations. The purpose of contacts is to plan, coordinate, or advise on work efforts, and to resolve operating problems by influencing or motivating individuals or groups who are working toward mutual goals and have basically cooperative attitudes. Contacts typically involve identifying options for resolving problems.

Factor 8, Physical Demands – Level 8-1, 5 points

The work is sedentary.

Factor 9, Work Environment – Level 9-1, 5 points

The work is typically performed in an office setting.

TOTAL POINTS – 2470

This position is exempt from coverage under the Fair Labor Standards Act.

IV. UNIQUE POSITION REQUIREMENTS

(Last Updated:)

[Website Feedback](#) [About OHRM](#) [Contact Us](#) [DOCHROC](#) [FOIA](#) [Site Map](#)
[Privacy Policy](#) [Commerce Homepage](#) [Careers at Commerce](#)
[Commerce Employees](#) [HR Practitioners](#)