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## Fish Biologist 12

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### GS-0482-12

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

Provides staff services, analyzes data and makes recommendations on complex fishery resource problems. Assignments may include: assessment of impacts of projects or license applications on fishery resources; managing or developing fishery resources; formulating and recommending policies, practices and procedures affecting fishery management or habitat restoration efforts; assuring compliance with fishery management plans; analyzing data and coordinating studies of fish populations; preparation of a variety of written reports, plans, agreements and/or environmental impact statements. Serves as a technical expert 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 3-4, 450 points

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 are available, but are often not applicable or inadequate, or have gaps in specificity that require considerable interpretation and/or adaptation for application

to issues and problems. The biologist uses judgment, initiative, and resourcefulness in deviating from established methods to deal with specific issues or problems; research trends and patterns; propose new policies and practices; develop new methods, operating procedures, instructions and criteria; and/or modify, adapt, or refine broader guidelines to resolve specific complex issues and problems.

Factor 4, Complexity – Level 4-5, 325 points

Work involves performing a variety of research, testing, or resources management duties requiring in-depth analysis of problems and issues, and use of various control methods and techniques possibly including those in the experimental stage. To decide what needs to be done, the biologist analyzes issues involving abstract concepts; uncertainties with regard to the most effective approach or methodology to apply; continually changing program or work requirements or technological developments; novel and obscure problems; intricate, inconclusive, variable data, and unrelated or conflicting data. The biologist devises new approaches and techniques, formulates solutions to unyielding or controversial problems, and anticipates future trends and requirements.

Factor 5, Scope and Effect – Level 5-4, 225 points

Activities typically involve problems which affect the continued existence of a resource or resource area. The biologist investigates, analyzes, and evaluates varied and/or unusual situations; develops new or improved techniques or alternatives; and/or assesses program effectiveness. The work affects effectiveness and acceptability of agency goals, programs and activities.

Factor 6, Personal Contacts and Factor 7, Purpose of Contacts – Level 3C, 180 points

Contacts are with individuals or groups inside and outside of the agency. Typical contacts are with biologists and managers from other agencies, contractors, or representatives of professional organizations, the new media, foreign representatives at a peer level, or public action groups. The purpose of contacts is to influence and persuade persons or groups who may be skeptical or uncooperative. Use of persuasion or negotiation techniques is necessary to gain compliance with established policies, or to establish a rapport in order to gain information.

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 – 2890

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

#### **IV. UNIQUE POSITION REQUIREMENTS**

(Last updated: )

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