

Program	Duty Station Name City State	Telework	Travel Frequency	Conditions of Employment	Additional information / Duties for Position	Relocation	Relocation Benefits
Ecological Services - Sacramento Field Office	Sacramento, California	This position is suitable for telework & the selectee may be allowed to telework with supervisor approval	Occasional Travel	Valid State Driver's License	N/A	No	No
Ecological Services	Regional Office/Portland/Oregon	This position is suitable for telework & the selectee may be allowed to telework with supervisor approval	Occasional Travel	Valid State Driver's License	This position will work directly with the Assistant Regional Director for Ecological Services and other senior managers, displaying outstanding time management skills, the ability to work well with others, and ability to move between multiple tasks. This role will be responsible for some level of administrative work including scheduling, recording notes, and tracking high profile topics as well as focusing on exposure to policy discussions and an opportunity to view all aspects of the Ecological Services Program.	No	No
Ecological Services	Idaho Fish and Wildlife Office/Chubbuck, Idaho	This position is suitable for telework & the selectee may be allowed to telework with supervisor approval	Occasional Travel	Valid State Driver's License	Works and collaborates as part of a team. Provides strong verbal and written communication skills. Provides good organizational, critical thinking, and decision making skills. Collaborates with internal and external partners.Evaluates and assesses impacts of federal actions and the consequences to listed species and habitats. Implements the Endangered Species Act and associated regulations and policy, particularly related to consultation under Sect. 7 of the Act.	No	No
Ecological Services	Idaho Fish and Wildlife Office - Chubbuck, Idaho	This position is suitable for telework & the selectee may be allowed to telework with supervisor approval	Occasional Travel	Valid State Driver's License	Implements conservation practices on private lands. Plans, designs, and implements conservation practices for wildlife conservation. Works with multiple partners to implement wildlife conservation projects. Applies knowledge and experience of livestock grazing management and permit administration. Applies knowledge associated with conservation program administered through USDA Farm Bill. Implements the Endangered Species Act and administration, particularly related to consultation under Section 7 of the Act	No	No
Ecological Services	Idaho Fish and Wildlife Office - Boise, Idaho	This position is suitable for telework & the selectee may be allowed to telework with supervisor approval	Occasional Travel	Valid State Driver's License	Works and collaborates as part of a team. Provides strong verbal and written communication skills. Provides good organizational, critical thinking, and decision making skills. Conducts Species Status Assessments (SSAs), recovery planning, and section 4 (classification decisions). Implements the Endangered Species Act and associated regulations and policy, as well as the administration of the Act, particularly related to consultation under Section 7 of the Act.	No	No
Ecological Services	Idaho Fish and Wildlife Office - Chubbuck, Idaho	This position is suitable for telework & the selectee may be allowed to telework with supervisor approval	Occasional Travel	Valid State Driver's License	Works and collaborates as part of a team. Provides strong verbal and written communication skills. Provides good organizational, critical thinking, and decision making skills. Collaborates with internal and external partners.Evaluates and assesses impacts of federal actions and the consequences to listed species and habitats. Implements the Endangered Species Act and associated regulations and policy, particularly related to consultation under Sect. 7 of the Act.	No	No
Ecological Services	Idaho Fish and Wildlife Office - Spokane, Washington	This position is suitable for telework & the selectee may be allowed to telework with supervisor approval	Occasional Travel	Valid State Driver's License	Position works and collaborates as part of a team. Provides strong verbal and written communication skills. Provides good organizational, critical thinking, and decision making skills. Collaborates with internal and external partners. Evaluates and assesses impacts of federal actions and the consequences to listed species and habitats. Independently follows field protocols to collect biological and physical habitat data. Analyzes effects of environmental contaminants on fish and wildlife resources. Implements the Endangered Species Act, particularly related to section 7 consultation. Conducts waterfowl identification/monitoring and aquatic sampling experience. Note: The current Spokane, Washington office location will be moving 24.4 miles to Coeur d'Alene, Idaho in October 2020. The current office location at Spokane, Washington is: 11103 East Montgomery Drive, Spokane Valley, Washington 99206. The future office location at Coeur d'Alene will be: 3600 Nursery Road, Couer d'Alene, Idaho 83815	No	No
Ecological Services	Idaho Fish and Wildlife Office - Boise, Idaho	This position is suitable for telework & the selectee may be allowed to telework with supervisor approval	Occasional Travel	Valid State Driver's License	Ability to work and collaborate as part of a team. Strong verbal and written communication skills. Good organizational, critical thinking, and decision making skills. Ability to collaborate with partners. Ability to evaluate and asses impacts of federal actions and the consequences to listed species and habitats. Aquatic science and management background. Experience with FERC, BOR, CoE, and other partners on water development projects. Experience working with western issues. Knowledge of the Endangered Species Act and associated regulations and policy, particularly related to consultation under Section 7 of the Act.	No	No
ES	Portland, OR	This position is suitable for telework & the selectee may be allowed to telework with supervisor approval	Occasional Travel	Valid State Driver's License	Botanical Specialist involved with petition management, listing/delisting reviews, critical habitat, recovery and candidate conservation planning, Federal project consultation, HCPs, Safe Harbor Agreements and Candidate Conservation Agreements with Assurances. Provides a collaborative approach, strong writing and communication skills. Applies knowledge of botany and organizes workgroups.	No	No
ES	La Grande, OR	This position is suitable for telework & the selectee may be allowed to telework with supervisor approval	Occasional Travel	Valid State Driver's License	Provides technical assistance to Federal and State agencies and others, writes biological opinions and other technical documents, provides conservation recommendations for energy developments, and coordinates with other FWS offices. Implements ESA Section 7 consultation for land management that may affect listed species.Provides well-developed written and oral communication & negotiation skills. Interprets and applies science and policy on land management and species conservation issues. Provides a collaborative and cooperative approach to achieving conservation goals.	No	No
ES	Portland, OR	This position is suitable for telework & the selectee may be allowed to telework with supervisor approval	Occasional Travel	Valid State Driver's License	Works on a range of activities and species (including beaver, turtles, amphibians, native fish and mussels) in Oregon. Writes recovery plans, listing and delisting petitions, and other documents. Coordinates and collaborates with FWS staff and many partners. Provides a collaborative and cooperative approach, and strong communication and organizational skills.	No	No
ES	Bend, OR	This position is suitable for telework & the selectee may be allowed to telework with supervisor approval	Occasional Travel	Valid State Driver's License	Duties include conducting ESA Section 7 consultations on bull trout, Oregon spotted frog and other fish species. In addition, the position will include Section 10 (HCP and SHA) permit development for lands in Central Oregon.	No	No
ES	Newport, OR	This position is suitable for telework & the selectee may be allowed to telework with supervisor approval	Occasional Travel	Valid State Driver's License	Ecological restoration specialist will focus on development and implementation of habitat management to restore or maintain native coastal prairie for rare species, especially Oregon silverspot butterfly. Provides support through technical assistance and writing biological opinions and other technical documents, determines habitat restoration methods; works collaboratively with a variety of partners; provides good research and writing skills.	No	No
ES	Portland, OR	This position is suitable for telework & the selectee may be allowed to telework with supervisor approval	Occasional Travel	Valid State Driver's License	Endangered species biologist involved with petition management, listing/delisting reviews, critical habitat, recovery and candidate conservation planning, Federal project consultation, HCPs, Safe Harbor Agreements and Candidate Conservation Agreements with Assurances. Provides a collaborative and cooperative approach to achieving conservation goals as well as providing strong writing and communication skills with emphasis on presentation skills.	No	No
ES	Portland, OR	This position is suitable for telework & the selectee may be allowed to telework with supervisor approval	Occasional Travel	Valid State Driver's License	Primary FWS representative on collaborative interagency team to implement ESA Sec. 7 consultations for forest management that may affect listed species. Responsible for writing biological opinions and other technical documents, coordinating with other Service offices on consultation approaches, and providing technical assistance to the Forest Service and BLM. Qualifications: Provides collaboration and cooperation, strong writing and communication skills, and interpret and applies current science and policy on forest management and species conservation issues. Uses ArcGIS.	No	No
ES	Portland, OR	This position is suitable for telework & the selectee may be allowed to telework with supervisor approval	Occasional Travel	Valid State Driver's License	Endangered species biologist involved with petition management, listing/delisting reviews, critical habitat, recovery and candidate conservation planning, Federal project consultation, HCPs, Safe Harbor Agreements and Candidate Conservation Agreements with Assurances. Uses a collaborative and cooperative approach to achieving conservation goals. Provides strong writing and communication skills with emphasis on presentation skills.	No	No
Ecological Services	Pacific Islands Fish and Wildlife Office, Honolulu, Hawaii	This position is suitable for telework & the selectee may be allowed to telework with supervisor approval	Occasional Travel	Valid State Driver's License	Duties include cultivating and maintaining positive working relationships with internal and external partners. Leading multi-stakeholder teams. Applying knowledge of Pacific Island plants, vertebrates, and/or invertebrates, and working with partners in the Pacific Islands. Preparing ESA recovery documents such as Species Status Assessments, Recovery Plans, and 5-year reviews. Providing good written and oral communication skills. Tracking multiple projects with good project management and organizational skills.	No	No
Ecological Services	Pacific Islands Fish and Wildlife Office, Honolulu, Hawaii	This position is suitable for telework & the selectee may be allowed to telework with supervisor approval	Occasional Travel	Valid State Driver's License	Experienced in cultivating and maintaining positive working relationships with internal and external partners. Experience leading multi-stakeholder teams. Knowledge of Pacific Island plants, vertebrates, and/or invertebrates, and experience working with partners in the Pacific Islands. Experience with ESA recovery documents such as Species Status Assessments, Recovery Plans, and 5-year reviews. Excellent written and oral communication skills. Well organized and can track multiple projects. Project management experience.	No	No
Ecological Services	Pacific Islands Fish and Wildlife Office, Honolulu or Hilo, Hawaii	This position is suitable for telework & the selectee may be allowed to telework with supervisor approval	Occasional Travel	Valid State Driver's License	This position will conserve federally threatened and endangered species, primarily through implementation of sections 4, 7 and 10 of the ESA. Review NEPA documents, conduct and implement ESA consultations, Habitat Conservation Plans and Safe Harbor Agreements, develop recovery plans for listed species, assist partners in the implementation of recovery actions, and develop/maintain key relationships with landowners, conservation partners, and State agencies.	No	No
Ecological Services	Washington Fish and Wildlife Office / Lacey, WA	This position is suitable for telework & the selectee may be allowed to telework with supervisor approval	Occasional Travel	Valid State Driver's License	The person in this position will collect and interpret scientific information and use that information to develop written documents, such as Species Status Assessments and recovery plans. They will work cooperatively with our State, federal, tribal, NGO, and other partners to achieve conservation goals. Develop proficiency in implementing Sections 4 and 10 of the Endangered Species Act. Provide strong technical writing skills. Synthesize scientific information and explain it to others. Provide strong oral presentation skills and manage time allowing deadlines to be met.	No	No
Ecological Services	Washington Fish and Wildlife Office / Spokane, WA	This position is suitable for telework & the selectee may be allowed to telework with supervisor approval	Occasional Travel	Valid State Driver's License	Conduct ESA Section 7 consultations with Federal Agencies. Implement ESA recovery work, including working with state, federal, and non-governmental organizations to conserve listed and unlisted species. Manage, evaluate, and/or implement ESA Section 10 recovery permits, safe harbor agreements, and/or habitat conservation plans. Assess environmental impacts of federal activities and actions using federal laws including ESA, NEPA, Fish and Wildlife Coordination Act, and others. Provide Contaminants support. Provide strong writing skills, evironmental analysis skills. Study plan development. Habitat restoration. ESA implementation, including section 7 consultation.	No	No

Ecological Services	Washington Fish and Wildlife Office / Lacey, WA	This position is suitable for telework & the selectee may be allowed to telework with supervisor approval	Occasional Travel	Valid State Driver's License	Incumbent will initially be assigned to the Conservation and Hydropower Planning Branch of the Washington Fish and Wildlife Office. Primary duties would include implementation of USFWS responsibilities under the Federal Power Act. Participating in interagency technical teams developing, revising, and implementing requirements associated with hydropower licensing by the Federal Energy Regulatory Commission. Other duties would include conducting ESA Section 7 consultations with federal agencies. Provides strong verbal and written communication skills, especially in team settings.	No	No
Ecological Services	Washington Fish and Wildlife Office / Lacey, WA	This position is suitable for telework & the selectee may be allowed to telework with supervisor approval	Occasional Travel	Valid State Driver's License	Incumbent will initially be assigned to the Federal Activities Branch of the Washington Fish and Wildlife Office. Primary responsibilities would be to conduct ESA Section 7 consultations with federal agencies and implementing ESA recovery work. Also, managing, evaluating, and/or implementing ESA Section 10 recovery permits, safe harbor agreements, and/or habitat conservation plans. Assessing environmental impacts of federal activities. Working collaboratively with agencies and stakeholders, providing technical assistance, and advocating for species and habitat conservation. Providing strong verbal and written communication skills, especially in team settings. Providing good organizational, critical thinking, and decision making skills.	No	No
Ecological Services	Washington Fish and Wildlife Office / Lacey, WA	This position is suitable for telework & the selectee may be allowed to telework with supervisor approval	Occasional Travel	Valid State Driver's License	Incumbent will initially be assigned to the Federal Activities Branch of the Washington Fish and Wildlife Office. Primary responsibilities would be to conduct ESA Section 7 consultations with federal agencies and implementing ESA recovery work. Also, managing, evaluating, and/or implementing ESA Section 10 recovery permits, safe harbor agreements, and/or habitat conservation plans. Assessing environmental impacts of federal activities. Working collaboratively with agencies and stakeholders, providing technical assistance, and advocating for species and habitat conservation. Providing strong verbal and written communication skills, especially in team settings. Providing good organizational, critical thinking, and decision making skills.	No	No
Ecological Services	Washington Fish and Wildlife Office / Lacey, WA	This position is suitable for telework & the selectee may be allowed to telework with supervisor approval	Occasional Travel	Valid State Driver's License	Conduct ESA Section 7 consultations with federal agencies. Implement ESA recovery work, including working with state, federal, and non-governmental organizations to conserve listed and unlisted species especially as it relates to agriculture, military, and private landowners. Manage, evaluate, and/or implement ESA Section 10 recovery permits, safe harbor agreements, habitat conservation plans and/or other novel conservation tools such as those relating to compensatory mitigation approaches. Provide strong verbal and written communication skills, especially in team settings. Provide good organizational, critical thinking, and decision making skills. Establish strong partnerships with private landowners.	No	No
Ecological Services	Washington Fish and Wildlife Office / Lacey, WA	This position is suitable for telework & the selectee may be allowed to telework with supervisor approval	Occasional Travel	Valid State Driver's License	Manages and develops Natural Resource Damage Assessment and Restoration (NRDAR) cases in western Washington. Duties may include review of technical reports, analysis of NRDA study data, preparation of study reports, development of restoration project concepts, and preparation of cost documentation reports. Implements Service's Spill Response and Preparedness. Works closely with Federal, State, and Tribal counterparts on spill response plans, training, and technical support. Provide strong verbal and written communication skills, especially in team settings. Provide good organizational, critical thinking, and decision making skills. Establish strong partnerships with diverse stakeholders.	No	No
Ecological Services	Washington Fish and Wildlife Office / Wenatchee, WA	This position is suitable for telework & the selectee may be allowed to telework with supervisor approval	Occasional Travel	Valid State Driver's License	This position will Conduct ESA Section 7 consultations with federal agencies. Implement ESA recovery work, including working with state, federal, and non-governmental organizations to conserve listed and unlisted species. Manage, evaluate, and/or implement ESA Section 10 recovery permits, safe harbor agreements, and/or habitat conservation plans. Assess environmental impacts of federal activities and actions using federal laws including ESA, NEPA, Fish and Wildlife Coordination Act, and others. Work collaboratively with agencies and stakeholders, provide strong verbal and written communication skills, especially in team settings as well and provide good organizational, critical thinking, and decision making skills.	No	No
Ecological Services	Arizona Ecological Services Office (Flagstaff, Arizona)	This position is suitable for telework & the selectee may be allowed to telework with supervisor approval	Occasional Travel	Valid State Driver's License	This position will perform the work of a Fish and Wildlife Biologist. Duties include applying theories, principles, practices, and techniques of ecology, wildlife, and fishery management; implement the Endangered Species Act and the National Environmental Policy Act; evaluate and interpret comprehensive reports, research papers, and scientific literature and to apply this information; communicate effectively, with tact and diplomacy, with varied groups, individuals, and other Federal, State, and resource management agencies.	No	No
Ecological Services	Oklahoma Ecological Services, Field Office, Tulsa, Oklahoma	This position is suitable for telework & the selectee may be allowed to telework with supervisor approval	Occasional Travel	Valid State Driver's license for field visits.	The position is a reimbursable-funded position through a Memorandum of Agreement (MOA) with the Oklahoma Department of Transportation (ODOT). The position was established to ensure that infrastructure projects such as roads and bridges are reviewed as a priority by a dedicated biologist in the Oklahoma Ecological Services Field Office. This position works closely with ODOT to streamline projects through the Endangered Species Act consultation process and is also available to provide technical assistance for changing conditions during construction to minimize or avoid construction delays and additional costs.	No	No
Ecological Services	Regional Office (Ecological Services), Bloomington, MN	This position is suitable for telework & the selectee may be allowed to telework with supervisor approval	25% or less	Valid State Driver's License	Position assists Service's Great Lakes Coastal Program Coordinator by supporting or facilitating activities of the Coastal Program, Great Lakes Coastal Assembly, and Great Lakes Water Quality Agreement's Annex 7 (Habitat and Species). Other duties include supporting Regional Conservation Planning Assistance program, coordinating, motivating, and facilitating remote and diverse partnership teams, identifying, and prioritizing and implementing habitat protection and restoration activities, especially in freshwater coastal habitats.	No	No
Ecological Services	Indiana Ecological Services Field Office, Bloomington, IN	This position is suitable for telework & the selectee may be allowed to telework with supervisor approval	25% or Less	Valid State Driver's License	As part of the Ecological Services program this position requires knowledge of and familiarity with the implementation of the Endangered Species Act.	No	No
Ecological Services	Ohio Ecological Services Field Office, Columbus, OH	This position is suitable for telework & the selectee may be allowed to telework with supervisor approval	25% or Less	Valid State Driver's License	This position is in the Ecological Services Field Office in Ohio and focuses on assessing environmental contaminants on fish and wildlife resources and their habitats. Duties include conducting toxicological investigations and studies, interpreting results, and preparing technical reports on the effects of contaminants particularly for wetland ecosystems. This position will also include planning and conducting such studies for natural resource damage assessment cases to determine the effects of contaminants on fish and other aquatic organisms.	No	No
Ecological Services	Michigan Ecological Services Field Office, East Lansing, MI	This position is suitable for telework & the selectee may be allowed to telework with supervisor approval	25% or Less	Valid State Driver's License	This position is located in an Ecological Services Field Office. Experience implementing provisions of the U.S. Endangered Species Act is required for this position.	No	No
Ecological Services	Illinois/Iowa Ecological Services Field Office, Moline, IL	This position is suitable for telework & the selectee may be allowed to telework with supervisor approval	25% or Less	Valid State Driver's License	This is a Partners for Fish and Wildlife biologist position located within an ES Field Office. Duties include applying knowledge of the biological characteristics, conditions, and interrelationships of aquatic and terrestrial biota, or of fish and wildlife resources and ecological systems to evaluate restoration projects on private lands, as well as applying knowledge of the Farm Bill and implementation of Farm Bill programs implemented through the United States Department of Agriculture.	In addition, relocation discretionary entitlements May be authorized for this position excluding contractor-provided home sale.	Yes - Yes, entitlements for payment of basic moving expenses, as required and to the extent allowed by the Federal Travel Regulation (FTR) 302-3.101, are authorized for eligible applicants changing duty station when the change meets the distance tests as provided in FTR 302-1.1 and 302-2.6. All moving expenses are taxable.
Ecological Services	Minnesota/Wisconsin Ecological Services Field Office, Bloomington, MN	This position is suitable for telework & the selectee may be allowed to telework with supervisor approval	25% or Less	Valid State Driver's License	This position is located in an Ecological Services Field Office and will primarily involve Endangered Species Act implementation.	No	No
Refuges	Illinois Private Lands Office/Champaign, IL	This position is suitable for telework & the selectee may be allowed to telework with supervisor approval	50% or Less	Valid State Driver's License	Duties include Interacting with private landowners, applying knowledge of ecological restoration on private lands, and of Farm Bill programs	In addition, relocation discretionary entitlements May be authorized for this position excluding contractor-provided home sale.	Yes - Yes, entitlements for payment of basic moving expenses, as required and to the extent allowed by the Federal Travel Regulation (FTR) 302-3.101, are authorized for eligible applicants changing duty station when the change meets the distance tests as provided in FTR 302-1.1 and 302-2.6. All moving expenses are taxable.
Science Applications	Regional Office (Bloomington, MN); Michigan FO (East Lansing, MI); or Wisconsin State Private Lands Office (Madison, WI)	This position is suitable for telework & the selectee may be allowed to telework with supervisor approval	25% or Less	Valid State Driver's license for field visits.	This position will support cross-programmatic, landscape-level planning and collaboration efforts of the Fish and Wildlife Service in and around the Great Lakes Region. Examples of these efforts are the FWS Pollinator Plan and the Midwest Landscape Initiative. The position will also provide science support to the region's programs and extended partnerships. Duties include coordinating, motivating and facilitating remote, diverse partnership teams as well as identifying and prioritizing conservation actions. Developing systems, and landscape conservation design. Traveling, to include locally, domestically and internationally; organizing and coordinating schedules; analyzing and interpreting data; problem-solving; communicating with co-workers and the public; using basic office equipment and software.	No	No
Ecological Services	Alabama Ecological Services Field Office, Daphne, AL	This position is suitable for telework & the selectee may be allowed to telework with supervisor approval	Occasional Travel	Valid State Driver's License	Duties include applying theories, principles, practices, and techniques of ecology, wildlife, and fishery management to assess environmental impacts and actions using federal laws including ESA, NEPA, Fish and Wildlife Coordination Act, and others. Conducting informal and formal ESA Section 7 consultations with federal agencies, and writing Biological Opinions. Conducting, evaluating, and/or implementing ESA Section 10 recovery permits, habitat conservation plans, and/or conservation agreements (SHA, CCAA, CCA). Implementing ESA recovery work, writing Species Status Assessments, 5-year reviews, and Recovery Plans for freshwater aquatic and terrestrial species. Conducting surveys and sampling design techniques. Utilizing GIS geospatial software to conduct/inform biological investigations. Communicating effectively to influence diverse groups of partners utilizing strong writing skills. Coordinating and developing strong working relationship with multiple partners. Use computer technology to maintain and retrieve information from automated data systems, develop spreadsheets, etc.	No	No

Ecological Services	Alabama Ecological Services Field Office, Daphne, AL	This position is suitable for telework & the selectee may be allowed to telework with supervisor approval	Occasional Travel	Valid State Driver's License	Duties include applying theories, principles, practices, and techniques of ecology, wildlife, and fishery management to assess environmental impacts and actions using federal laws including ESA, NEPA, Fish and Wildlife Coordination Act, and others. Conducting informal and formal ESA Section 7 consultations with federal agencies, and writing Biological Opinions. Conducting, evaluating, and/or implementing ESA Section 10 recovery permits, habitat conservation plans, and/or conservation agreements (SHA, CCAA, CCA). Implementing ESA recovery work, writing Species Status Assessments, 5-year reviews, and Recovery Plans for freshwater aquatic and terrestrial species. Conducting surveys and sampling design techniques. Utilizing GIS geospatial software to conduct/inform biological investigations. Communicating effectively to influence diverse groups of partners utilizing strong writing skills. Coordinating and developing strong working relationship with multiple partners. Using computer technology to maintain and retrieve information from automated data systems, develop spreadsheets, etc.	No	No
Ecological Services	North Florida Ecological Services Office, Tampa, Florida	This position is suitable for telework & the selectee may be allowed to telework with supervisor approval	Occasional Travel	Valid State Driver's License	Position will apply knowledge of a wide range of theories, principles, and methods of fish and wildlife biology, and their application. Gather and analyze biological and ecological data and formulate biologically-and ecologically-sound conclusions and actions. Restore, enhance, and protect coastal ecosystems, estuaries, to develop restoration and protection plans and/or to advise and assist other partners in the development and implementation.	No	No
Ecological Services	South Florida Ecological Service Office, Vero Beach, Florida	This position is suitable for telework & the selectee may be allowed to telework with supervisor approval	Occasional Travel	Valid State Driver's License	Duties include providing section 7 and section 10 consultations under the Endangered Species Act for large-scale engery projects (especially solar) in South Florida . Also, working with federally listed, threatened and endangered species in South Florida.	No	No
Ecological Services	South Florida Ecological Service Office, Vero Beach or Florida Panther NWR, Florida	This position is suitable for telework & the selectee may be allowed to telework with supervisor approval	Occasional Travel	Valid State Driver's License	Duties include working with private landowners and other entites (e.g., local, state, and federal government, NGOs, Tribal, DoD) to design and implement habitat restoration projects. Some work in in human/social dimension. Working both independently and in a team setting. Developing and overseeing agreements and contracts.	No	No
Ecological Services	South Florida Ecological Service Office, Vero Beach, Florida	This position is suitable for telework & the selectee may be allowed to telework with supervisor approval	Occasional Travel	Valid State Driver's License	N/A	No	No
Ecological Services	South Florida Ecological Service Office, Vero Beach, Florida	This position is suitable for telework & the selectee may be allowed to telework with supervisor approval	Occasional Travel	Valid State Driver's License	Duties include implementing the Endangered Species Act (ESA), particularly Section 7. Using and interpreting ecological models and GIS input/output. Working in large-scale ecological restoration programs.	No	No
Ecological Services	South Florida Ecological Service Office, Vero Beach and Avon Park AFR, Florida	This position is suitable for telework & the selectee may be allowed to telework with supervisor approval	Occasional Travel	Valid State Driver's License	Duties include working with private landowners and other entites (e.g., local, state, and federal government, NGOs, Tribal, DoD) to design and implement habitat restoration projects. Some work in in human/social dimension. Position will work both independently and in a team setting and develop and oversee agreements and contracts.	No	No
Ecological Services	Panama City Field Office and Hurlburt Field, Florida	This position is suitable for telework & the selectee may be allowed to telework with supervisor approval	Occasional Travel	Valid State Driver's License	Duties include working with salamanders, bats, red-cockaded woodpeckers and other Florida listed and at-risk species.	No	No
Ecological Services	Kentucky Ecological Services Field Office, Frankfort, KY	This position is suitable for telework & the selectee may be allowed to telework with supervisor approval	Occasional Travel	Valid State Driver's License	Duties include applying knowledge of basic principles of wildlife biology, plant community ecology, or range science to perform recurring technical assignments of moderate difficulty or to assist higher level employees with more extensive or complex projects. Utilize standard scientific methods, techniques, tools and equipment for wildlife/plant surveys, studies, and other wildlife management projects.Use tools and equipment to establish and maintain upland game habitat in the coastal plain. Apply knowledge of large carnivore ecology and management. Use computer technology to maintain and retrieve information from automated data systems, develop spreadsheets, etc.	No	No
Ecological Services	Eastern NC Ecological Services Sub-Office, Manteo, NC	This position is suitable for telework & the selectee may be allowed to telework with supervisor approval	Occasional Travel	Valid State Driver's License	Duties include applying knowledge of basic principles of wildlife biology, plant community ecology, or range science to perform recurring technical assignments of moderate difficulty or to assist higher level employees with more extensive or complex projects. Utilize standard scientific methods, techniques, tools and equipment for wildlife/plant surveys, studies, and other wildlife management projects.Use tools and equipment to establish and maintain upland game habitat in the coastal plain. Apply knowledge of large carnivore ecology and management. Use computer technology to maintain and retrieve information from automated data systems, develop spreadsheets, etc.	No	No
Ecological Services	MSFO, Jackson, MS	This position is suitable for telework & the selectee may be allowed to telework with supervisor approval	25% or Less	Valid State Driver's License	Duties include applying knowledge of principles/methods of fish and wildlife biology; of rare and listed species; and implementation of the Endangered Species Act and other pertinent environmental laws. Interpreting biological data in order to draw sound conclusions. Using digital data for natural resources mapping including GIS and other habitat mapping methods. Communicate and collaborate with others working toward shared goals.	No	No
North Atlantic - Appalachian Region - Ecological Services	Charlestown, RI	This position is suitable for telework & the selectee may be allowed to telework with supervisor approval	Occasional Travel	Valid State Driver's License	Position is part of the Service's Coastal and Endangered Species Program. Uses Geographic Information Systems, applies knowledge of fish and wildlife conservation, coastal ecology and restoration; develops partnerships to accomplish on the ground restoration, and connect people with nature; conducts species status assessments and develops listing packages in accordance with the Endangered Species Act.	No	No
Interior Regions 5 & 7, Ecological Services Bismarck North Dakota Field Office	Bismarck, North Dakota	This position is suitable for telework & the selectee may be allowed to telework with supervisor approval	Occasional Travel	Valid State Driver's License	N/A	No	No
Interior Regions 5 & 7, Ecological Services West Valley, Utah Field Office	West Valley, Utah	This position is suitable for telework & the selectee may be allowed to telework with supervisor approval	Occasional Travel	Valid State Driver's License	N/A	No	No
Colorado Fish and Wildlife Conservation Office (FAC)	Buckley Air Force Base, Aurora, CO	This position is suitable for telework & the selectee may be allowed to telework with supervisor approval	25% or Less	Valid State Driver's license. Ability to obtain and maintain a pesticide applicators license. Obtain a hunter safety certification and DoD airfield drivers training. Heavy equipment training MAY be required.	This position will implement the Clean Water Act, Migratory Bird Treaty Act, Sikes Act, National Environmental Policy Act, Bald and Golden Eagle Protection Act, and National Historic Preservation Act; review and interpret planning studies, preliminary design plan sets and/or preparing NEPA related documentation. Use chainsaws and heavy equipment such as tractors, skidsteer, and drill seeders for restoration projects. Also, develop and update management plans and coordinate updates with stakeholders. Determine natural resources program goals and objectives. Establishes activities to accomplish management plan by scheduling work assignments, setting priorities, as well as coordinating and accomplishing management projects. Coordinate and plan outreach activities to advocate for natural resources and the environment. Designs and conducts wildlife surveys to assess management needs and results. Develops survey reports and makes management recommendations based on results to meet multiple partner objectives. Maintains partnerships with a wide variety of stakeholders. Directs an invasive species management program. Handles a wide variety of wildlife (including venomous snakes, raptors and other birds, bats, prairie dogs, fish, rabbits, and raccoons). Safely handles and proficiently uses firearms to dispatch wildlife to meet management goals when alternatives do not exist. Works on creating agreements to expend natural resource program funding to accomplish management goals. Manages natural resource program budget and prioritizes needs to best meet objectives of the management plan. Understands airfield signage and safely operates a vehicle and escorts other vehicles on airfield. Communicates with airfield tower to safely navigate aprons, taxiways, and runway.	No	No
Fish and Aquatic Conservation	Missouri River FWCO; Blsmarck, North Dakota	This position is suitable for telework only during an emergency or natural distaster	75% or Less	Valid State Driver's License, must be able to lift 60 pounds and be able to work outside for extended hours.	This position will safely operate watercraft on river systems, Use a variety of database and spreadsheet programs, and works with partner agencies in a collaborative and cooperative manner. Also, implement the Endangered Species Act and recovery actions.	No	No
Fish and Aquatic Conservation	Missouri River FWCO; Blsmarck, North Dakota	This position is suitable for telework only during an emergency or natural distaster	75% or Less	Valid State Driver's License, must be able to lift 60 pounds and be able to work outside for extended hours.	This position works with GIS datasets to summarize and collect biological data, safely operate watercraft on river systems, uses a variety of database and spreadsheet programs, and work with partner agencies in a collaborative and cooperative manner. Utilizes ESRI Collector, ArcGIS Online, ArcGIS Pro, ArcMap, ArcPad, Avenza PDF Maps, Program R, R Studio, Q GIS, RivEX	No	No
Refuges	National Bison Range, Moiese, MT	This position is suitable for telework & the selectee may be allowed to telework with supervisor approval	Occasional Travel	Valid State Driver's license. Ability to obtain and maintain a pesticide applicators license.	The position requires experience working with a variety of wildlife species and a diversity of habitat including intermountain and Palouse native prairies a endangered habitat.	No	No
Fisheries and Ecological Services (Habitat Restoration)	Anchorage Fish and Wildlife Conservation Office, Anchorage, AK	This position is suitable for telework & the selectee may be allowed to telework with supervisor approval	Occasional Travel	Valid State Driver's License	As a Coastal Program Biologist you will administer the Coastal Program for Alaska under the supervision of the Branch Chief for Habitat Restoration. As a member of the Habitat Restoration Program team in the Anchorage Field Office you'll join a dynamic and highly effective group that, together, administer the Coastal, Fish Passage, and Partners for Fish and Wildlife Programs and support three Fish Habitat Partnerships in southcentral and southeast Alaska. Our team includes several biologists as well as a Civil Engineer, Hydrologist, and Engineer Tech that enable us to complete our own in-house restoration designs and provide technical support across the entire Alaska Region. The diverse nature of our Habitat Restoration Program in the Anchorage Field Office offers the opportunity to collaborate and coordinate across these program areas. Applying knowledge of habitat restoration techniques, conservation technologies, and working with private landowners, Native organizations and communities, and other State and Federal agencies. Form and sustain partnerships with agencies, organizations, governments, and individuals to conserve and/or restore habitats that have been adversely impacted by human activity. Occasional travel is expected for this position in order to maintain our well-established and successful group of coastal program partners in Southeast Alaska, the Kenai Peninsula, and Southcentral Alaska or other regions. This position will include project management and executing cooperative agreements.	Discretionary entitlements are not authorized for this position	Yes - Yes, entitlements for payment of basic moving expenses, as required and to the extent allowed by the Federal Travel Regulation (FTR) 302-3.101, are authorized for eligible applicants changing duty station when the change meets the distance tests as provided in FTR 302-1.1 and 302-2.6. All moving expenses are taxable.

Fisheries and Ecological Services (Ecological Services)	Anchorage Fish and Wildlife Conservation Office, Anchorage, Alaska	This position is suitable for telework & the selectee may be allowed to telework with supervisor approval	Occasional Travel	Valid State Driver's License	Two positions for Ecological Services/CPA regulatory biologists in the Anchorage Fish and Wildlife Conservation Office (field office). The candidates will be responsible for review and analysis of projects, development of recommendations, status assessment of species, and other similar regulatory duties. Positions also involve proactive conservation efforts such as working with partners and engaging in outreach; and applying knowledge of environmental laws and regulations (ESA, NEPA, etc.)	No	No
Fisheries and Ecological Services (Ecological Services)	Anchorage Fish and Wildlife Conservation Office, Anchorage, Alaska	This position is suitable for telework & the selectee may be allowed to telework with supervisor approval	Occasional Travel	Valid State Driver's License	This position is for an Ecological Services regulatory biologist in the Anchorage Fish and Wildlife Conservation Office (field office). The candidate will be responsible for the review and analysis of projects, development of project recommendations, status assessment of species, and other similar regulatory duties. Position also involves proactive conservation efforts such as working with partners and engaging in outreach; and applying knowledge of environmental laws and regulations (ESA, NEPA, etc.).	Discretionary entitlements are not authorized for this position	Yes - Yes, entitlements for payment of basic moving expenses, as required and to the extent allowed by the Federal Travel Regulation (FTR) 302-3.101, are authorized for eligible applicants changing duty station when the change meets the distance tests as provided in FTR 302-1.1 and 302-2.6. All moving expenses are taxable.
Fisheries and Ecological Services - Conservation Planning Assistance	Fairbanks Fish and Wildlife Conservation Office / Fairbanks / Alaska	This position is suitable for telework only during an emergency or natural disaster	Occasional Travel	Valid State Driver's License	Duties include proactively fostering partnerships with state, federal, and other stakeholders to achieve their development goals while conserving fish, wildlife, and their habitats. Utilizing persuasive written and oral communication addressing stream and wetland hydrologic and biologic functions, mine-land and stream reclamation practices, wetlands compensatory mitigation recommendations, oil spill planning and response, landscape plans, and potential project impacts with GIS. Creating outreach tools (factsheets, BMPs, videos) and working in boreal, arctic, and permafrost ecosystems.	Discretionary entitlements are not authorized for this position.	Yes - Yes, entitlements for payment of basic moving expenses, as required and to the extent allowed by the Federal Travel Regulation (FTR) 302-3.101, are authorized for eligible applicants changing duty station when the change meets the distance tests as provided in FTR 302-1.1 and 302-2.6. All moving expenses are taxable.
Fisheries and Ecological Services (Conservation Planning Assistance)	Fairbanks Fish and Wildlife Conservation Office / Fairbanks / Alaska	This position is suitable for telework only during an emergency or natural disaster	Occasional Travel	Valid State Driver's License	Duties include proactively fostering partnerships with state, federal, and other stakeholders to achieve their development goals while conserving fish, wildlife, and their habitats. Utilizing persuasive written and oral communication addressing stream and wetland hydrologic and biologic functions, mine-land and stream reclamation practices, wetlands compensatory mitigation recommendations, oil spill planning and response, landscape plans, and potential project impacts with GIS. Creating outreach tools (factsheets, BMPs, videos) and working in boreal, arctic, and permafrost ecosystems.	No	No
Marine Mammals Management	Anchorage, Alaska	This position is suitable for telework only during an emergency or natural disaster	25% or Less	Valid State Driver's License	This position will be responsible for working across offices to insure proactive conservation measures were considered during environmental analyses. Conducting proactive conservation initiatives for project planning and conservation of fish and wildlife resources and building partnerships for conservation particularly with Alaska Natives, State and Federal Agencies, NGOs, and industry. Implementation of the Marine Mammal Protection Act, the Endangered Species Act, and the National Environmental Policy Act.	Discretionary entitlements are not authorized for this position	Yes - Yes, entitlements for payment of basic moving expenses, as required and to the extent allowed by the Federal Travel Regulation (FTR) 302-3.101, are authorized for eligible applicants changing duty station when the change meets the distance tests as provided in FTR 302-1.1 and 302-2.6. All moving expenses are taxable.
NWRS	Kanuti NWR	This position is suitable for telework & the selectee may be allowed to telework with supervisor approval	25% or Less	Valid State Driver's License, Use of firearms for animal defense.	This position serves as the lead biologist for Kanuti National Wildlife Refuge based in Fairbanks, Alaska. Duties include planning, analyzing, and implementing biological programs using professional knowledge of and skill in applying the theories, principles, concepts, and methods of wildlife biology and wildlife and habitat management and conservation. Performing statistical analysis of biological data and interpreting results to prepare reports and transform findings into practical applications. Utilizing knowledge of Service program activities, policies and working relationships within the Service to implement program objectives and coordinate natural resource management programs within the Service, with state and federal agencies, Native organizations, public and private groups with opposing viewpoints. Utilizing knowledge of Native culture, tradition and use of natural resources for subsistence to interact in a culturally sensitive, tactful, and objective manner. Remaining abreast of current and emerging methods and techniques for use in planning and conducting natural resource inventory and monitoring. Designing and safely conducting a variety of biological surveys and investigations, including planning and implementing complex logistics in remote areas involving aircraft and motorized and non-motorized boats, in order to write biological reports, scientific papers, briefings, and the wildlife portions of environmental assessments.	No	No
NWRS	Kenai NWR, Soldotna, AK	This position is suitable for telework & the selectee may be allowed to telework with supervisor approval	25% or Less	Valid State Driver's License	Incumbent serves as the Fish and Wildlife Biologist at Kenai National Wildlife Refuge working under the direction of the Supervisory Fish and Wildlife Biologist. Duties include applying knowledge of the conservation and ecology of terrestrial and aquatic ecosystems; particularly knowledge of boreal forest and tundra plant and animal communities, and aquatic fauna.	No	No
National Wildlife Refuge System	Yukon Delta NWR, Bethel, Alaska	This position is suitable for telework only during an emergency or natural disaster	25% or Less	Valid State Driver's License	Responsibilities include planning, guiding, and implementing federal subsistence management programs on 26-million acres of lands in an Alaska refuge in coordination with the approximately 25 refuge employees; fisheries staff of Alaska Fish and Wildlife Field Offices; Alaska Department of Fish and Game; 56 tribes; and 48 village corporations. Incumbent serves as the point of contact with the Office of Subsistence Management for wildlife and fisheries subsistence programs and with the Alaska Migratory Bird Co-Management Council. Provide tribal consultation on subsistence issues.	In addition, relocation discretionary entitlements May be authorized for this position excluding contractor-provided home sale.	Yes - Yes, entitlements for payment of basic moving expenses, as required and to the extent allowed by the Federal Travel Regulation (FTR) 302-3.101, are authorized for eligible applicants changing duty station when the change meets the distance tests as provided in FTR 302-1.1 and 302-2.6. All moving expenses are taxable.
Ecological Services	Klamath Falls FWO, Klamath Falls, OR	This position is suitable for telework & the selectee may be allowed to telework with supervisor approval	25% or Less	Valid State Driver's License	N/A	No	No
Partners for Fish and Wildlife	Klamath Falls FWO, Klamath Falls, OR	This position is suitable for telework & the selectee may be allowed to telework with supervisor approval	25% or Less	Valid State Driver's License	N/A	No	No
Partners for Fish and Wildlife	Reno Fish and Wildlife Office/Winnemucca/NV	This position is suitable for telework & the selectee may be allowed to telework with supervisor approval	50% or Less	Valid State Driver's License	Duties include applying knowledge of fishery or wildlife biology applicable to land and water restoration programs, habitat evaluation programs, and habitat resource inventory programs; applying the processes and procedures used to initiate, plan, develop, and implement habitat restoration projects on private land; working cooperatively with Fish and Wildlife Service staff, other agency personnel, conservation organization representatives, private landowners, and the public; applying knowledge of U. S. Department of Agriculture programs in the current Farm Bill and their impact on fish and wildlife management sufficient to provide technical assistance to private landowners as well as Federal and state agencies administering related agricultural programs.	No	No
Ecological Services	Reno FWO/Reno/NV	This position is suitable for telework & the selectee may be allowed to telework with supervisor approval	25% or Less	Valid State Driver's License	These two positions are both located in an Ecological Services Field Office and will primarily involve Endangered Species Act implementation. Duties include working and collaborating as part of a team, providing strong verbal and written communication skills, applying good organizational, critical thinking, and decision making skills. Collaborating with internal and external partners. Working with western landscapes (i.e. the Great Basin). Livestock grazing management and implementing the Endangered Species Act and associated regulations and policy, as well as the administration of the Act, particularly related to consultation under Section 7 of the Act.	No	No
Ecological Services - Sacramento Field Office	Sacramento, California	This position is suitable for telework & the selectee may be allowed to telework with supervisor approval	Occasional Travel	Valid State Driver's License	N/A	No	No
Ecological Services - Sacramento Field Office	Sacramento, California	This position is suitable for telework & the selectee may be allowed to telework with supervisor approval	Occasional Travel	Valid State Driver's License	N/A	No	No
Ecological Services - Sacramento Fish and Wildlife Office	Sacramento, California	This position is suitable for telework & the selectee may be allowed to telework with supervisor approval	Occasional Travel	Valid State Driver's License	N/A	No	No
Ecological Services - Sacramento Field Office	Sacramento, California	This position is suitable for telework & the selectee may be allowed to telework with supervisor approval	Occasional Travel	Valid State Driver's License	N/A	No	No

Ecological Services - Sacramento Field Office	Sacramento, California	This position is suitable for telework & the selectee may be allowed to telework with supervisor approval	Occasional Travel	Valid State Driver's License	N/A	No	No
Ecological Services	Ventura Fish and Wildlife Office, Ventura, California	This position is suitable for telework & the selectee may be allowed to telework with supervisor approval	25% or Less	Valid State Driver's License	N/A	No	No
Ecological Services	Yreka Fish and Wildlife Office, Yreka, CA	This position is suitable for telework & the selectee may be allowed to telework with supervisor approval	Occasional Travel	Valid State Driver's license and ability to travel occasionally. Field work may require hiking in rough terrain in in hot or cold weather.	Duties include writing in professional style for the preparation of biological opinions, recovery plans, listing documents, or other endangered species documents. Applying knowledge of the principles and practices of the biology and ecology of terrestrial ecosystems of Pacific Northwest forests and related natural resource management fields. Applying research techniques, survey protocols, literature search methods, GIS, data analysis, impact assessment, and scientific methodology to prepare and evaluate biological assessments, biological opinions, mitigation plans, listing and recovery documents, habitat conservation plans, NEPA documents, and other documents related to endangered species conservation. Performing sustained desk work and handling the stress of conducting numerous unrelated activities in a short time period.	No	No
Ecological Services - Headquarters	Hadley, MA; Fort Collins, CO	This position is suitable for telework & the selectee may be allowed to telework with supervisor approval	Occasional Travel	Valid State Driver's License	The incumbent will serve as an Assistant Wetlands Coordinator for the National Wetlands Inventory Program (NWI). She/He will primarily manage, coordinate and provide technical assistance and quality control for multiple NWI wetland mapping projects in support of the NWI Geospatial Dataset, which is served on the Wetlands Mapper ( <a href="https://www.fws.gov/wetlands/Data/Mapper.html">https://www.fws.gov/wetlands/Data/Mapper.html</a> ). She/He will also serve as a technical expert on wetland identification and mapping, and support production of Wetlands Status and Trends reports as needed. Provide strong working knowledge of wetland science, and field identification as well as in depth knowledge of GIS software (e.g. ArcGIS or ArcPro) and cartographic principles and practices is expected on the first day.	Discretionary entitlements are not authorized for this position	Yes - Yes, entitlements for payment of basic moving expenses, as required and to the extent allowed by the Federal Travel Regulation (FTR) 302-3.101, are authorized for eligible applicants changing duty station when the change meets the distance tests as provided in FTR 302-1.1 and 302-2.6. All moving expenses are taxable.
Migratory Birds	Laurel, Maryland	This position is suitable for telework & the selectee may be allowed to telework with supervisor approval	Occasional Travel	Valid State Driver's License	The duties of this position include long-term monitoring and natural resource data sets; working with migratory bird monitoring programs; creating ecological metadata meeting Federal standards; interacting with SQL server databases and run R code; utilize ArcGIS and QGIS; understand and fill public data requests; publish Federal natural resource management data sets; work in a team situation to develop data management solutions; and collaborate on projects across Federal agencies.	Discretionary entitlements are not authorized for this position.	No
Ecological Services	Falls Church, Virginia	This position is suitable for telework & the selectee may be allowed to telework with supervisor approval	Occasional Travel	Valid State Driver's License	This position will assist senior staff implementing the Marine Mammal Protection Act (MMPA) and the Coastal Barrier Resources Act (CBRA). This position will focus on Service responsibilities under the MMPA with respect to those species found within waters of the U.S. (polar bears, Pacific walruses, sea otters, and West Indian manatees) through coordination with Service Regional and Field Offices. The CBRA assigns the Department of the Interior, delegated to the Service, responsibility for maintaining and updating the maps that depict the Coastal Barrier Resources System (CBRS). This position will focus on Service responsibilities under CBRA through coordination within the Service and its partners.	No	No
Utah Fish and Wildlife Conservation Office (FAC)	Vernal, Utah	This position is suitable for telework & the selectee may be allowed to telework with supervisor approval	Occasional Travel	Valid State Driver's License. Heavy equipment training MAY be required.	Position will implement the Clean Water Act, Migratory Bird Treaty Act, Sikes Act, National Environmental Policy Act, Bald and Golden Eagle Protection Act.	No	No