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## Fish Biologist 14

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### GS-0482-14

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 formulates solutions to unyielding and controversial problems in fish biology; performs in-depth analysis of problems/issues covering a large geographic area or an environmentally varied area; and projects future trends and requirements. 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

Assignments include assessment, management or development of fishery resources and may include data analysis, policy development or compliance responsibilities.

Incumbent is involved in executing controversial programs, resource planning, fishery objectives, or decision documents that significantly affect national or regional agency priorities. Assignments may involve newly identified principles in fishery program areas where little or no information is available, and the results lead to long-range resource plans which are integrated into overall management plans and national program priorities. Work may require knowledge of administrative procedures and the ability to secure administrative support through contract, funding, and available personnel resources.

#### III. FACTOR LEVELS

##### Factor 1, Knowledge Required by Position – Level 1-8, 1550 points

Mastery of advanced theories, principles, concepts, practices, standards, and methods of fish biology sufficient to apply findings of specialized studies, new analytical developments, and modified processes to resolve problems of a novel, obscure, or highly controversial nature. The biologist is involved in initiating, formulating, planning, and executing major studies, or continuing special projects; provides significant and innovative recommendations for advancing programs and/or methods; and may involve the design of projects that represent a major segment of the agency's operating programs. The biologist is a recognized authority in a specialized area or program.

##### Factor 2, Supervisory Controls – Level 2-5, 650 points

The supervisor provides administrative and policy direction in terms of broadly defined missions or functions of the agency. The incumbent defines objectives; interprets policies set forth by authorities senior to immediate supervisor and determines their effect on program needs; independently plans, designs, and carries out the work to be done; and serves as a technical authority. The supervisor reviews work for potential impact on broad agency policy objectives and program goals; normally accepts work as being technically authoritative; and normally accepts work without significant change.

##### Factor 3, Guidelines – Level 3-5, 650 points

Broad guidelines are set forth in Federal law (e.g., the Marine Mammal Protection Act, the Endangered Species Act, the Fish and Wildlife Coordination Act, the National Environment Policy Act); in national policy directions; in NOAA, NMFS, and regional policy; and in recent scientific findings or reports. The available guidelines can be

ambiguous and require extensive interpretation. The incumbent uses judgment, ingenuity, and broad latitude to determine the intent of applicable guidelines, and develop policy and guidelines for specific areas of work that guide others in executing fishery resource programs.

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. Issues may involve sensitive and complex endangered species, evaluation of habitat classification and ecological production functions, or major water resource or land based development projects. 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; serious conflicts among scientific requirements and environmental program direction or administrative and legal requirements; 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 5-5, 325 points

Work involves isolating and defining critical conditions, resolve critical problems, and determine the validity and soundness of theories, standards, and guides for improving fish resource uses or research activities. The work results affect production and management of threatened or endangered species, and/or species of national or international significance; and development of fishery policies, programs, and actions of the agency in a number of program areas.

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, and can include 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 – 3190

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

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

(Last Updated: )

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