Archeologist

DEPARTMENT OF AGRICULTURE Forest Service

Summary

Multiple positions are located within Region 5, Pacific Southwest Region.

The incumbent is responsible for inventory, evaluation, and advice on heritage and cultural resource management, including determination of effects of projects on cultural resources and recommended mitigation.

For additional information about the duties of this position and duty locations, please contact Susan White at 707-980-1606 or susan. white@usda.gov

Overview

Open & closing dates

O 08/24/2023 to 09/07/2023

Salary

\$46,696 - \$57,118 per year

 $Salary\ wage\ as\ shown\ is\ for\ Rest\ of\ the\ U.S.\ For\ more\ information,\ refer\ to\ the\ Office\ of\ Personnel\ Management,\ Salary\ and\ Wages\ web\ page.$

Pay scale & grade

GS 7 - 9

Locations

45 vacancies in the following locations:

- Alpine, CA
 - 3 vacancies
- Alturas, CA
 - 1 vacancy
- 🗣 Arcadia, CA
 - 1 vacancy
- O Corona, CA 3 vacancies
- Ounlap, CA
- 1 vacancy
- Eureka, CA
- 1 vacancy
- Pawnskin, CA
 - 1 vacancy
- **♀** Foresthill, CA
 - 1 vacancy
- Gasquet, CA
 - 2 vacancies
- Groveland, CA 1 vacancy
- Happy Camp, CA
 - 1 vacancy
- Hathaway Pines, CA
 - 1 vacancy
- O Idyllwild, CA
 - 1 vacancy
- Mad River, CA
 - 2 vacancies
- Nevada City, CA

1 vacancy

North Fork, CA

1 vacancy

Orleans, CA

3 vacancies

Prather, CA

2 vacancies

Ramona, CA

3 vacancies

• Redding, CA

1 vacancy

San Diego, CA

3 vacancies

Shasta, CA 1 vacancy

Sierraville, CA

1 vacancy

Solvang, CA

1 vacancy

O Springville, CA

1 vacancy

Susanville, CA

1 vacancy

Q Upper Lake, CA

1 vacancy

• Weaverville, CA

1 vacancy

Willow Creek, CA

3 vacancies

Yreka, CA

1 vacancy

Remote job

No

Telework eligible

Yes—as determined by the agency policy and may vary by location.

Travel Required

Occasional travel - You may be expected to travel for meetings, training and/or work-related projects.

Relocation expenses reimbursed

Appointment type

Permanent -

Work schedule

Full-time -

Service

Competitive

Promotion potential

9 - Full Performance level varies by location.

Job family (Series)

0193 Archeology

(/Search/Results?j=0193)

Supervisory status

No

Security clearance

Not Required

(/Help/faq/job-announcement/security-clearances/)

Drug test

No

Position sensitivity and risk

Non-sensitive (NS)/Low Risk

(https://www.usajobs.gov/Help/faq/job-announcement/security-clearances/)

Trust determination process

Credentialing

(https://www.usajobs.gov/Help/faq/job-announcement/security-clearances/)

Suitability/Fitness

(https://www.usajobs.gov/Help/faq/job-announcement/security-clearances/)

Announcement number

23-R5-GVA-12081647-DP-AN

Control number

This job is open to



The public

U.S. Citizens, Nationals or those who owe allegiance to the U.S.

Duties

- · Perform archeological inventory to identify and assess the resources within the area that may be impacted by proposed projects.
- Utilize archeological principles, practices, and concepts in order to develop cultural resource programs.
- · Interpret heritage and cultural resource areas.
- · Search for and gather information and analyze data.
- Interpret heritage and cultural resources to the public and professional contacts through presentations at visitor facilities and professional conferences.
- · Provide heritage and cultural resource management orientation to personnel on statutes, regulations and purpose of work to be performed.
- · Provide advice on management of Heritage and Cultural Resources Program.
- · Effectively communicate with various government agencies, community organization, youth group, and community volunteer groups.
- · Assist in developing partnership agreements.
- · Coordinate the budget and project plan of work for archeological and cultural activities.

Requirements

Conditions of Employment

- Must be a U.S. Citizen or National.
- · Males born after 12-31-59 must be registered for Selective Service or exempt.
- Subject to satisfactory adjudication of background investigation and/or fingerprint check.
- · Successful completion of one-year probationary period, unless previously served.
- Per Public Law 104-134 all Federal employees are required to have federal payments made by direct deposit to their financial institution.
- Successfully pass the E-Verify employment verification check. To learn more about E-Verify, including your rights and responsibilities, visit E-Verify.

Qualifications

In order to qualify, you must meet the eligibility

(http://www.usajobs.gov/Help/faq/application/eligibility/difference-from-qualifications/)

and qualifications

(http://www.usajobs.gov/Help/faq/application/eligibility/difference-from-qualifications/)

requirements as defined below by the closing date of the announcement. For more information on the qualifications for this position, visit the Office of Personnel Management's General Schedule **Oualification Standards**.

(https://www.opm.gov/policy-data-oversight/classification-qualifications/general-schedule-qualification-standards/#url=List-by-Occupational-Series)

Your application and resume must clearly show that you possess the experience requirements. Transcripts must be provided for qualifications based on education. Provide course descriptions as

Basic Requirement:

GS-193: Degree: that included 3 semester hours each in the following course areas: History of archeology.; Archeology of a major geographical area such as North America or Africa; Regional archeology, archeological cultures, or sites in a specific part or portion of a major geographical area to acquire or develop a foundation for regional specialization for professional development; Theory and methods of archeology. Methods include, but are not limited to, typology, classification, sampling, cultural evolution, diffusion, dating, and analytical techniques; Archeological field school, to provide a basic understanding of theoretical and practical approaches to research design implementation, field preservation techniques, and report preparation by participation in actual field work. AND Six semester hours of related coursework in: geography, geology or cultural geography, history, historiography or historical archeology; environmental studies; scientific writing (nonfiction English composition) and/or surveying AND Archeological field school. Related Curriculum: degree in anthropology (with emphasis on ethnology, physical anthropology, or scientific linguistics), history, American studies, or a related discipline may be accepted as satisfying in full the educational requirements, provided the curriculum supplied academic course work sufficiently similar to the

requirements in A.1 (including archeological field school).

OR

Combination of Education and Experience College-level education or training that provided knowledge equivalent to that described in A above, plus appropriate technical experience or additional education.

OR

Experience Four years of archeological work experience that demonstrated a thorough knowledge of the fundamental principles and theories of professional archeology. The work experience must have included archeology field experience, which may include that gained in an archeological field school. Field experience should have included a combination of professional experience in archeological survey, excavation, laboratory analysis, and preparation of written materials. Applicants with such field experience should, after additional experience under the direction of a higher grade archeologist, be able to demonstrate the ability to be a crew chief, directing the work of others at a single location as a part of a larger archeological project.

In addition to meeting the basic requirement, you must also possess experience and/or directly related education in the amounts listed below.

In addition to meeting the basic requirement, you must also possess experience and/or directly related education in the amounts listed below.

Specialized Experience Requirement:

GS-07: One (1) year (18 semester hours) of graduate-level education or superior academic achievement;

OR one year of specialized experience equivalent to the GS-05 grade level. Specialized experience is defined as two or more of the following; Conducted routine field reconnaissance searches; and/or identified and marked archeological sites, prepared site location maps, recorded findings, photographed artifact findings, and prepared sites sketches as necessary; and/or assisted in searching for and examining historical records and findings of other archeological experts.

OR Superior Academic Achievement (SSA) with a bachelor's degree in a field that is qualifying for this position and one of the following: graduated in the upper third of the college graduating class; member of a national honor society (excluding freshman honor society); had a 3.0 GPA or higher out of a possible 4.0 as recorded on official transcript, or as computed based on 4 years of education or courses completed during the final 2 years of the curriculum; or had 3.5 GPA or higher out of a possible 4.0 on the average of all required courses completed in the major or courses completed during the final 2 years of the curriculum (GPA will be rounded to one decimal place, i.e., 2.95 rounds to 3.0 and 2.94 rounds to 2.9).

OR a combination of graduate level education and specialized experience that together meets this requirement.

GS-09: Two (2) years (36 semester hours) of progressively higher level graduate education leading to a master's degree or master's or equivalent graduate degree;

OR one year of specialized experience equivalent to the GS-07 grade level. Specialized experience is defined as three or more of the following; Assisted in conducting background studies and document reviews pertaining to archeological project development; and/or participated in archeological survey and site evaluation work and preparation of technical reports; and/or interpreted cultural resources to public contacts in one-on-one conversations; and/or received formal and on-the-job instructions and training on the practical application of archeological principles, theories, methods, practices, and techniques; and/or developed and coordinated networks and contacts beneficial to the successful performance of archeological work assignments, such as interacting technically with colleagues and supervisors, and demonstrating the ability to work cooperatively with other persons

OR a combination of graduate level education (in excess of 18 semester hours) and specialized experience that together meets this requirement.

Experience refers to paid and unpaid experience, including volunteer work done through National Service programs (e.g., Peace Corps, AmeriCorps) and other organizations (e.g., professional; philanthropic; religious; spiritual; community, student, social). Volunteer work helps build critical competencies, knowledge, and skills and can provide valuable training and experience that translates directly to paid employment. You will receive credit for all qualifying experience, including volunteer experience.

Education

See Qualification Section for educational requirements of this position.

Additional information

The USDA Forest Service has legislative authority to recruit and fill Permanent (Career/Career-Conditional), Temporary, and Term Appointments under the USDA Demonstration Project. Under this authority, any U.S. citizen may apply.

Career Transition Assistance Plan (CTAP), Reemployment Priority List (RPL), or Interagency Career Transition Assistance Plan (ICTAP) (http://www.opm.gov/policy-data-oversight/workforce-restructuring/employee-guide-to-career-transition/)

: To exercise selection priority for this vacancy, CTAP/RPL/ICTAP candidates must meet the basic eligibility requirements and all selective factors. CTAP/ICTAP eligibles must meet the agency's definition for a quality candidate as provided in the How You Will Be Evaluated section of this announcement to be considered.

If you are selected for a position with further promotion potential, you will be placed under a career development plan, and may be non-competitively promoted if you successfully complete the requirements and if recommended by management. However, promotion is not guaranteed.

This position may be eligible to telework up to four days per week, based upon the duties of the position. This position may also be eligible for flexible work arrangements as determined by agency policy and any applicable collective bargaining agreements.

Telework eligibility varies upon location.

The Forest Service may use certain incentives and hiring flexibilities, currently offered by the Federal government, to attract highly qualified candidates. Additional information is available at https://www.opm.gov/policy-data-oversight/pay-leave/pay-and-leave-flexibilities-for-recruitment-and-retention/ (<a href="https://gcc02.safelinks.protection.outlook.com/?turl=https://scww.opm.gov/bzFpolicy-data-oversight/92Epay-leave%2Epay-and-leave-flexibilities-for-recruitment-and-retention/92F&data=04967C01967C0967C036aa4601984889316008d915428378967Ced5b36e701ee4ebc867ee03cfa0d4897%67C0967C637564198105039832967CUnknown%7CTWFpbGZsb3d8eyJWlioiMC4w_iAwMDAiLCJOlioiV2luMzlii.C

These are bargaining unit position.

Forest Service daycare facilities are not available.

Government Housing availability varies upon location

Benefits

A career with the U.S. government provides employees with a comprehensive benefits package. As a federal employee, you and your family will have access to a range of benefits that are designed to make your federal career very rewarding. <u>Learn more about federal benefits</u>

(https://www.usajobs.gov/Help/working-in-government/benefits/)

Eligibility for benefits depends on the type of position you hold and whether your position is full-time, part-time or intermittent. Contact the hiring agency for more information on the specific benefits offered.

How You Will Be Evaluated

You will be evaluated for this job based on how well you meet the qualifications above.

You will be evaluated in accordance with the category rating procedure as defined in the USDA Demonstration Project Plan. Applicants who meet the basic minimum qualification requirements established for the position will be placed in the Eligible category. You will be further evaluated against criteria for placement in the Quality category. This evaluation is based on the level of your experience, education, and/or training as determined by your responses to the Assessment Questionnaire. Individuals with veterans' preference are listed ahead of applicants who do not have veterans' preference within each category.

Note: If, after reviewing your resume and/or supporting documentation, a determination is made that you have inflated your qualifications and or experience, your score may be adjusted to more accurately reflect your abilities, or you may be found ineligible. Please follow all instructions carefully. Errors or omissions may affect your rating. Providing inaccurate information on Federal documents could be grounds for non-selection or disciplinary action up to including removal from the Federal service.

To view the application form, visit: https://apply.usastaffing.gov/ViewQuestionnaire/12081647

Required Documents

The following documents are required for your applicant package to be complete. Our office cannot be responsible for incompatible software, illegible fax transmissions, delays in the mail service, your system failure, etc. Encrypted documents will not be accepted. Failure to submit required, legible documents may result in loss of consideration.

Resume that includes

(https://www.usajobs.gov/Help/faq/application/documents/resume/what-to-include/)

:1) personal information such as name, address, contact information; 2) education; 3) detailed work experience related to this position as described in the responsibilities section including work schedule, hours worked per week, dates of employment; title, series, grade (if applicable); 4) supervisor's phone number and whether or not the supervisor may be contacted for a reference check; 5) other qualifications.

If education is required or you are using education to qualify, you must submit a copy of your college transcripts. An unofficial copy is sufficient with the application; however, if you are selected, you will be required to submit official transcripts prior to entering on duty. Education must have been successfully obtained from an accredited school, college or university. If any education was completed at a foreign institute, you must submit with your application evidence that the institute was appropriately accredited by an accrediting body recognized by the U.S. Department of Education as equivalent to U.S. education standards. There are private organizations

(http://www.naces.org/members.htm)

that specialize in this evaluation and a fee is normally associated with this service. All transcripts must be in English or include an English translation.

If claiming veteran's preference, you must submit a DD214, Certificate of Release from Active Duty, which shows dates of service and discharge under honorable conditions. If currently on active duty you must submit a certification of expected discharge or release from active duty service under honorable conditions not later than 120 days after the date the certification is submitted. Veteran's preference must be verified prior to appointment. Without this documentation, you will not receive veteran's preference and your application will be evaluated based on the material(s) submitted.

If claiming 10-point veteran's preference you must provide the DD214 or certification requirements (see above bullet), plus the proof of entitlement of this preference as listed on the SF-15 Application for 10-point Veterans' Preference. The SF-15 should be included but is not required. Failure to submit these documents could result in the determination that there is insufficient documentation to support your claim for 10-point preference. For more information on veterans' preference visit FEDSHIREVETS (https://www.fedshirevets.gov/job-seekers/veterans-preference/fcontent)

Surplus or displaced employees eligible for CTAP, RPL, or ICTAP priority must provide: proof of eligibility (RIF separation notice, notice of proposed removal for declining a transfer of function or directed reassignment to another commuting area, notice of disability annuity termination), SF-50 documenting separation (as applicable), and your most recent SF-50 noting position, grade level, and duty location with your application per 5 CFR 330.

How to Apply

Please view <u>Tips for Applicants</u>

(https://www.fs.usda.gov/working-with-us/jobs/how-to-apply)

- a guide to the Forest Service application process.

Read the entire announcement and all instructions before you begin. You must complete this application process and submit all required documents electronically by 11:59p.m. Eastern Time (ET) on the closing date of this announcement.

Applying online is highly encouraged. We are available to assist you during business hours (8:00a.m. - 4:00p.m. (MST), Monday - Friday. If applying online poses a hardship, contact the Agency Contact listed below well before the closing date for an alternate method. All hardship application packages must be returned to Human Resources no later than noon ET on the closing date of the announcement in order for it to be entered into the system prior to the closing date.

This agency provides reasonable accommodation to applicants with disabilities on a case-by-case basis. Contact the Agency Contact to request this.

To begin, in USAJOBS click "Apply" and follow the instructions to attach your resume and required documents, complete the assessment questionnaire, and submit your application.

NOTE: Please verify that documents you are uploading from USAJOBS transfer into the Agency's staffing system as there is a limitation to the number of documents that can be transferred. However,

once in the Agency's staffing system, you will have the opportunity to upload additional documents. Uploaded documents must be less than 5MB and in one of the following document formats: GIF, JPG, JPEG, PNG, RTF, PDF, TXT or Word (DOC or DOCX). Do not upload Adobe Portfolio documents because they are not viewable.

Agency contact information



HRM Contact Center

Phone

1-877-372-7248 X2 (tel:1-877-372-7248 X2)

Email

HRM Contact Center@usda.gov (mailto:HRM Contact Center@usda.gov)

Learn more about this agency (#agency-modal-trigger)

Address

USDA Forest Service HRM Contact Center DO NOT MAIL IN APPLICATIONS, SEE INSTRUCTIONS IN THE ANNOUNCEMENT. Albuquerque, NM 87109

Next steps

Your application will be reviewed to verify that you meet the eligibility and qualification requirements for the position prior to issuing referral lists to the selecting official. If further evaluation or interviews are required, you will be contacted. Log in to your **USAJOBS**

(https://gcc02.safelinks.protection.outlook.com/?

account to check your application status.

You must choose to turn on email notifications in your USAJOBS profile if you want to receive important email notifications that may impact your applicant experience (e.g. If you start an application and do not submit it prior to the closing date, USAJOBS will send an email reminder that the closing date is approaching and your application is in an incomplete status).

Multiple positions may be filled from this announcement.

Fair & Transparent

The Federal hiring process is set up to be fair and transparent. Please read the following guidance.

Equal Employment Opportunity (EEO) Policy

(/Help/equal-employment-opportunity/)

Financial suitability

(/Help/working-in-government/fair-and-transparent/financial-suitability/)

New employee probationary period

(/Help/working-in-government/fair-and-transparent/probationary-period/)

(/Help/working-in-government/fair-and-transparent/privacy-act/)

Reasonable accommodation policy

(/Help/reasonable-accommodation/)

Selective Service

(/Help/working-in-government/fair-and-transparent/selective-service/)

Signature and false statements

(/Help/working-in-government/fair-and-transparent/signature-false-state)

Social security number request

(/Help/working-in-government/fair-and-transparent/social-security-number/)