



Rocky Mountain Research Station  
USDA Forest Service  
Research Program Manager, GS-0401-15  
Albuquerque, New Mexico

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OPEN: 5/01/2020

CLOSE: 5/31/2020

## OUTREACH NOTICE

**The Rocky Mountain Research Station (RMRS) anticipates advertising a key leadership position addressing dryland ecosystems of the Interior West.** This position is located in Albuquerque, New Mexico and serves as the Program Manager of the Grassland, Shrubland and Desert Ecosystems Science Program (GSD), a multi-disciplinary unit with staff located in six states and seven cities of the Interior West. The position reports to the Station Director in Fort Collins, Colorado and is a member of the RMRS Leadership Team.

The incumbent is responsible for development and implementation of dryland ecosystems research and tool development by working with GSD scientists and staff and collaborating with federal and State agency managers, USDA Forest Service employees, universities and non-profit organizations, industry, and international colleagues. Duties of the position focus on the formulation and implementation of research direction and priorities, budget and workforce plans, standards, and procedures that enable the development, implementation, and management of projects, partnerships and activities that support sustainable land management in response to land use changes, wild fire, non-native species invasions, climate change, and demographically and culturally changing human populations. The incumbent also facilitates program scientist collaborations, evaluates scientist performance, and is responsible for maintaining a positive work environment. The incumbent cooperates with other members of the station's leadership team to exert influence on policy, culture, and management of the nation's lands and natural resources. The incumbent is expected to be proficient in both management and leadership competencies, especially in the areas of External Relations, Communications, Leadership, Interpersonal Relations, and Management Functions, as well as being broadly knowledgeable on issues across a wide spectrum of research topics including ecology (species, population, community, landscape), plant sciences, invasive species, entomology, wildlife, range science, disturbances, restoration, and climate change.

This position is open to people currently in US government service and to non-federal employees also. If you are a federal employee, persons currently at GS-14 and GS-15 are encouraged to express interest in this opportunity. Please fill out the outreach response form at the bottom of this notice and submit it with a resume to the contact below by May 31, 2020.

**DUTY STATION:** The duty station is Albuquerque, New Mexico. For information about RMRS, the website is <https://www.fs.usda.gov/rmrs/> and for information about GSD, the website is <https://www.fs.usda.gov/rmrs/science-program-areas/grassland-shrubland-and-desert-ecosystems>. Albuquerque is in Bernalillo County, west-central New Mexico, U.S. The area was

the site of Native American pueblos (villages) when Europeans first arrived in 1540. The [Sandia Mountains](#) run along the eastern side of Albuquerque, and the [Rio Grande](#) flows north to south through its center, while the [West Mesa](#) and [Petroglyph National Monument](#) make up the western part of the city. Albuquerque has one of the highest elevations of any major city in the U.S., ranging from 4,900 feet (1,490 m) above sea level near the Rio Grande to over 6,700 feet (1,950 m) in the foothill areas. The economy of Albuquerque centers on science, medicine, technology, commerce, education, entertainment, and culture outlets. The city is home to [Kirtland Air Force Base](#), [Sandia National Laboratories](#), [Lovelace Respiratory Research Institute](#), [Presbyterian Health Services](#), and both the [University of New Mexico](#) and [Central New Mexico Community College](#). The city hosts the [International Balloon Fiesta](#), the world's largest gathering of hot-air balloons, as well as the largest North America pow wow, [Gathering of Nations](#) and the [New Mexico State Fair](#).

More information about the Albuquerque area can be found from the Chamber of Commerce: [greaterabq.com](#).

### **MAJOR DUTIES:**

Serves as a technical expert and coordinator in providing intellectual leadership and focus on the program's multi-disciplinary research in dryland ecosystems. Provides expert technical leadership and program advice in the development and implementation of the unit's research direction, science quality assurance and relevance, standards and procedures for research and core program of work.

Exercises the full range of managerial responsibilities over the science program. Responsible for program development, planning, budgeting and management information for identifying work force and organizational needs, target levels, full time equivalents (FTE), program, and Station priorities. Determines which lines of research should be initiated, dropped or curtailed, and when such action should occur.

Assesses the impact of substantive programs and policies-including legislation, new USDA and FS policy, and State and private sector policies related to forestry research and resource management-on assigned projects. Incumbent participates as a member of the Station's Leadership Team in developing science resource policies and direction.

Selects and promulgates research priorities based upon the program's charter, station guidelines, regional needs and national direction of the agency. Evaluates past research accomplishments and performance and institutes changes as necessary. Meets with representatives of research institutions and agencies, Regional and Forests Staff, concerned citizens, and industrial and public interest groups to gain input into the unit's current and future research direction.

Is responsible for submitting annual budget formulations and expenditure requests and managing appropriated program budgets. Also, ensures program expenditures are legal, meet charged-as-worked and congressional intent, remain within budget limits, and work plans reflect actual budget received. Determines most economical means of meeting the Program and Station objectives within fiscal and legal constraints and takes action to ensure these means are followed.

Identifies funding opportunities, reviews research proposals, agreements and contracts, develops outside funding when opportunities arise, and manages and monitors transfers of funds for research, monitoring and tool development among Forest Service branches, agencies, universities and non-governmental organizations.

Monitors and evaluates the quality and effectiveness of the assigned research program. Oversees the release of research results in the form of technical and non-technical publications, talks, reports, and field demonstrations. Communicates research results through web sites, briefing papers, newsletters, meetings, social media, and other avenues. Utilizes analytical techniques to evaluate study results and provide impact analyses of available strategies.

**SUPERVISORY RESPONSIBILITIES – (25% or more of the time)**

Provides technical and administrative supervision to employees in a variety of professional and non-professional occupations (GS-5 thru GS-15 and ST). Plans and directs the overall work through subordinate supervisors, team leaders, or comparable positions. Exercises significant responsibility in dealing with officials of other units or organizations, and/or in advising management officials of higher rank. Sets and adjust short-term priorities and schedules and makes decisions on work problems of subordinate supervisors. Sets performance standards for supervisors and other employees in the organization; and recommends selection for supervisory and other unit positions.

**MULTI CULTURAL ORGANIZATION AND EEO/CIVIL RIGHTS**

Provides leadership, allocates resources, and implements activities to accomplish Forest Service multicultural organization direction, and Equal Opportunity and Civil Rights requirements, goals, policies, and objectives. Supports and participates in the Work Environment Continuous Improvement Process. Ensures all communication - written, oral, visual, signed - is non-discriminatory and sensitive to all employees and publics. Creates a work environment that respects, appreciates, and accepts the contributions and perspectives of all employees.

**QUALIFICATION REQUIREMENTS:** Those who are interested must meet the qualification requirements for the GS-0401 series that are covered by the U.S. Office of Personnel Management (OPM) Group Coverage Qualification Standards for Administrative and Management Positions.

The OPM Qualification Standards Handbook Manual is available for review on the Internet at <http://www.opm.gov/qualifications/Standards/group-stds/gs-admin.asp>

**Primary Contacts:** Deborah M. Finch, [deborah.m.finch@usda.gov](mailto:deborah.m.finch@usda.gov), Mobile: 505-401-0580.

[Outreach Response Form is Below](#)



**OUTREACH NOTICE FORM**  
**Rocky Mountain Research Station**  
**Albuquerque, New Mexico**  
**Program Manager/Biological Scientist**

If you are interested in this opportunity, please complete this form and send it with your Curriculum vitae by e-mail to [deborah.m.finch@USDA.gov](mailto:deborah.m.finch@USDA.gov). (Please include “GS-0408-15 Program Manager” on the subject line of your message.) The U.S. Forest Service is an equal opportunity employer.

Please respond no later than May 31, 2020. This position will be filled directly through the Rocky Mountain Research Station.

**PERSONAL INFORMATION:**

Name: \_\_\_\_\_ Date: \_\_\_\_\_

Address: \_\_\_\_\_ Phone: \_\_\_\_\_

\_\_\_\_\_ Email: \_\_\_\_\_

**Are you currently a Forest Service employee?** YES = NO =

If YES:

Program/Duty Station Location: \_\_\_\_\_

Current title/series/grade/location/classification: \_\_\_\_\_

(e.g. Career, Career-conditional, Excepted-ANILCA, Excepted VRA, etc.)

**Briefly describe why you will be a quality candidate for this position:**