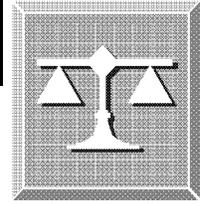


TS-126 September 1993

**General Schedule
Position Classification Standards**



WCPS-2 August 2002

**POSITION CLASSIFICATION
STANDARD
FOR
RANGELAND
MANAGEMENT SERIES,
GS-0454**



**Workforce Compensation
and Performance Service**



Rangeland Management GS-0454

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SERIES DEFINITION

This series covers positions that require primarily professional knowledge and competence in rangeland management to perform work involving the preservation, development, and management of rangelands. This includes the ability to analyze and protect the natural resources, to develop programs and standards for rangeland use and conservation, and to advise State officials, and private and Indian landowners in rangeland management practices.

This standard supersedes the standard for the Range Conservation Series, GS-0454, published in June 1966.

EXCLUSIONS

1. Classify positions that involve rangeland management when the work requires a practical, but less than full professional, knowledge of the methods of rangeland management, in the [Range Technician Series, GS-0455](#).
2. Classify positions that involve professional work in the conservation of soil, water, and related environmental resources to achieve sound land use, primarily for agricultural purposes, in the [Soil Conservation Series, GS-0457](#).
3. Classify positions concerned with the development, production, conservation, management, and use of forest resources, when the primary focus of the work requires professional knowledge of forestry, in the [Forestry Series, GS-0460](#).
4. Classify positions that perform professional and scientific work requiring the application of principles of soil and related sciences to the improvement, production, and management of field crops, pasture, turf, and related vegetation, in the [Agronomy Series, GS-0471](#).
5. Classify positions that involve primarily advisory, research, and analytical work in the study of the interrelationships of organisms with each other, with their physical and chemical environment, and with society, in the [Ecology Series, GS-0408](#).
6. Classify positions that require professional knowledge and competence to: (a) develop, conserve, manage, and administer fishery or wildlife resources; and (b) evaluate the impact of construction projects and other socioeconomic activities that present potential or actual adverse effects on fishery or wildlife resources and their habitat in either the [Fishery Biology Series, GS-0482](#), or the [Wildlife Biology Series, GS-0486](#).
7. Classify positions that require primarily professional knowledge and competence in the management, administration, and scientific operation of public lands and waters designated as national wildlife refuges in the [Wildlife Refuge Management Series, GS-0485](#).



8. Classify positions whose duties primarily involve research or other professional and scientific work pertaining to plant growth, nutrition, respiration, and reproduction that are essential to the life of the plant or its use in the [Plant Physiology Series, GS-0435](#).
9. Classify positions primarily engaged in research or other professional or scientific work in the field of botany, including plant taxonomy, morphology, ecology, and ethnobotany, in the [Botany Series, GS-0430](#).
10. Classify positions involving professional work in the planning and design of land areas, analysis of land characteristics, operational requirements, land use intensities, ground and water forms, plant forms, structures, roads, and walks to serve aesthetic, functional, economic, and other interrelated purposes, in the [Landscape Architecture Series, GS-0807](#).
11. Classify positions performing professional basic and applied research on water and water resources, including the collection, measurement, analysis, and interpretation of information on water resources, in the [Hydrology Series, GS-1315](#).

OCUPATIONAL INFORMATION

America's rangelands make up a significant portion of the Western United States. Rangeland is land on which the native vegetation is predominantly grasses, grass-like plants, forbs, or shrubs. Rangelands include grasslands, savannas, shrublands, deserts, tundra, alpine communities, coastal marshes, and wet meadows.

As stipulated by law, public rangelands are managed under a multiple-use, sustained yield concept. The primary focus of the multiple-use ideal is to manage rangelands and their various resource values so that they are utilized in the combination that will best meet the present and future needs of the public. Multiple resources on rangelands include vegetation, soil, water, timber, minerals, wildlife habitat, historic and prehistoric resources, wilderness, scenery, open space, and a rural way of life. The various uses include grazing of livestock, wildlife habitat, recreation, water, and timber production.

Rangeland management specialists apply a variety of professional principles common to a number of different scientific occupations. Within the geographic boundaries of rangelands as explained above, the rangeland management specialist may be required to apply principles of watershed management, wildlife management, soil conservation and management, recreation management, and forestry to carry out the overall rangeland management function.

Rangeland management specialists manage public and private rangelands for ecological improvement consistent with multiple-use resource management objectives set forth in land use planning documents. These documents must provide for consideration of the many values of range resources, including: vegetation health and diversity, water amount and quality, soil stability, forage production for domestic and wild grazing animals including wild horses and



burros, threatened and endangered plant and wildlife species, and opportunities for various recreational activities.

The passage of a large number of major laws has provided many new and complex legislative authorities directly related to the management of both public and private rangelands. This vastly expanded number of laws, coupled with subsequent Executive orders, regulations, court decisions, and public interest and involvement in the use of finite resources on Federal, State, and private lands, has further imposed many new requirements on the management of rangeland resources and associated decision making processes.

The planning process, both short and long-range, has taken on an increasingly important role in rangeland management. The primary differences between the historic rangeland planning process and the new multi-resources planning process are in four areas: (1) the land use plans must provide alternative actions and an in depth analysis of the environmental as well as other effects of each proposed action; (2) the plans must be developed on a multi-resource basis, utilizing an interdisciplinary approach; (3) range managers must consult with other Federal and non-Federal agencies with pertinent experience and established interest; and (4) the agency must provide for public involvement in the planning process, including hearings or other appropriate measures to obtain the views of interested parties. Land use plans and the implementation of these plans are subject to detailed scrutiny by other agencies and the various publics, including the numerous interest groups affected by rangeland management decisions. The interest groups are diverse, and in many cases, their concerns or desires appear to be diametrically opposed.

These land use plans provide alternative strategies and an analysis of the probable environmental, economic, and social effects of implementation of each alternative system. These plans are typically the basis for environmental impact statements.

Some rangeland management specialists use specialized computer systems and associated software as an aid to accomplishing their work. Knowledge and skill to use these systems is secondary to the primary requirement for knowledge and skills of rangeland management principles, practices, and techniques. Consequently, knowledge of automated systems is not of grade-controlling significance in this occupation.



TITLES

Rangeland Management Specialist is the title for positions involved primarily in rangeland resource management planning, administration, monitoring and evaluation, and program management required to meet land use plan goals and objectives for the rangeland management program.

Rangeland Scientist is the title for positions engaged primarily in range resource research efforts through basic or applied methods and practices to enhance the values and uses of range ecosystems.

The prefix *Supervisory* is appropriate for all positions that meet the criteria in the "[General Schedule Supervisory Guide](#)."

EVALUATING POSITIONS

Evaluate positions using the factor level descriptions and assigned point values in this standard. Use the [Primary Standard](#) and related FES standards to assist in evaluating positions that may warrant higher or lower factor levels than those described. See "[The Classifier's Handbook](#)" and the "[Introduction to the Position Classification Standards](#)" for more information.

Apply the "[Research Grade Evaluation Guide](#)" to Rangeland Scientist positions that meet the criteria for evaluation by that Guide.

Apply the "[General Schedule Supervisory Guide](#)" to positions that meet the criteria for coverage by the guide.

GRADE CONVERSION TABLE

Total points on all evaluation factors are converted to GS grade as follows:

GS Grade	Point Range
9	1855-2100
10	2105-2350
11	2355-2750
12	2755-3150
13	3155-3600
14	3605-4050



FACTOR LEVEL DESCRIPTIONS

FACTOR 1, KNOWLEDGE REQUIRED BY THE POSITION

Level 1-6 -- 950 Points

Professional knowledge of established methods and techniques of rangeland management that enables the employee to perform recurring assignments of moderate difficulty. Established methods and techniques apply to most situations encountered and do not require significant deviations from them. Assignments are limited by such characteristics as--

- Unusual or difficult problems are screened out or resolved by the supervisor before carrying out the assignment.
- The rangeland resource affected is amenable to a variety of standard treatments and proven techniques.
- Assignments are routine in terms of methodologies used, and are performed in accordance with existing land use decisions and planning documents.

General knowledge and understanding of agency, State, or tribal policies, procedures, statutes, and regulations affecting the conservation, protection, restoration, and management of the rangeland resource and its environment sufficiently to administer established rangeland resource programs as required.

Basic knowledge and understanding of the applications of related disciplines such as wildlife and fisheries management, soil science, hydrology, forestry, and threatened and endangered species sufficient to prepare, implement, and/or evaluate segments of land use plans under multiple-use, sustained yield concepts.

Knowledge of contracting procedures and skill in oversight requirements sufficient to assist in the administration of contracts, cooperative agreements, and/or leases or permits related to rangeland resource activities.

Illustrations:

- The specialist follows established procedures to process grazing applications, crossing permits, and grazing case file updates. The specialist assists in the administration of grazing permits by consulting, coordinating, and cooperating with livestock operators and other affected interests.
- The specialist participates in the development, implementation, and evaluation of activity plans including determining the need for range and watershed improvements. The specialist prepares assigned portions of environmental assessments as a member of an interdisciplinary team, and participates in land use plan maintenance, revisions, and amendments as new information becomes available.



- The specialist participates in the gathering, analysis, interpretation, and evaluation of monitoring data to determine if management objectives are being met. He or she presents recommendations for improved allotment administration to management and provides input into the development of subsequent decisions regarding allotments.
- The specialist participates in the development and administration of rangeland management plans by conducting short- and long-term studies of range conditions, trends, and utilization; precipitation; erosion control measures; and correlation of rangeland resources with other uses such as wildlife habitat and recreation. The specialist prepares plans for leased areas; determines location and stocking rate; and locates, prescribes, designs, and schedules range improvement projects such as fences, pipelines, cattleguards, range revegetation, or prescribed burning. He or she maintains continuing liaison with lessees, affected groups, or tribal councils to ensure compliance with agreed-upon plans and desired quality of work, and to advise on various activities affecting range usage.
- The specialist consults and cooperates with tribal leaders regarding their fish and wildlife programs to improve habitat and minimize conflicting use patterns of domestic livestock and wildlife. The specialist recommends rangeland improvements needed for incorporation into range plans and as permanent improvements to be included under terms of range usage agreements.
- The specialist assists ranchers, farmers, or Indian associations in the development, revision, and maintenance of sound rangeland management plans for their land by: conducting surveys to monitor the effects of grazing management on their resources; making recommendations and providing alternatives where possible on the need, feasibility, design and layout of specific rangeland management practices; preparing technical range site descriptions; periodically reviewing range plans with owners; providing information and guidance on the availability and eligibility of Federal cost share range improvement programs, assisting landowners with their applications, and following up to ensure compliance with cost share program requirements.

Level 1-7 -- 1250 Points

Professional knowledge of a wide range of rangeland management principles, concepts, and theories sufficient to perform duties concerning the development and implementation of multiple-use rangeland management plans. At this level, knowledge and skills are sufficient to solve problems covering diverse rangeland management situations.

Professional knowledge and skills required to modify or adapt standard processes and procedures; to assess, select, and apply appropriate precedents; and to devise strategies needed to overcome significant resource problems related to program management and evaluation. Skill and knowledge sufficient to deal with special problems that require sustained efforts for solution.



A working knowledge of related disciplines such as wildlife biology, forestry, soil conservation, plant taxonomy, and hydrology and their interrelationships sufficient to utilize such knowledge in planning multiple-use, sustained yield rangeland management programs.

Knowledge of ecological processes and the skill to evaluate and assess the environmental impact of various management practices on a rangeland ecosystem, or on the complementary or competitive impact of the development, modification, or change in the use of one resource on another. Knowledge and skill sufficient to resolve differences among diverse groups with competing goals in order to effectively recommend and justify the appropriate rangeland management resource strategy.

Thorough knowledge of agency and/or tribal policies and procedures, and applicable Federal statutes and legislation governing rangeland management programs.

Illustrations:

A. The following illustrations are typically found at the first line operating level--

- The specialist serves as the principal contact and negotiator for rangeland resources within a multiple use setting for a defined geographical area of responsibility (e.g., a resource area or ranger district). Responsibilities include consultation, coordination, and cooperation with all affected public land interests including representatives of both the livestock industry and the environmental/conservation community. The assigned geographical area includes a number of grazing allotments where complex resource management issues and conflicts must be resolved with full participation of an interdisciplinary staff and diverse groups with differing interests.
- The specialist advises tribal council members, livestock operators, and Indian landowners on principles of rangeland management and the laws, regulations, and policies governing management of Indian lands. The specialist advises tribal council members and landowners concerning such topics as rental, value of grazing privileges, appropriate range improvements, and long-term plans for development of multiple uses of rangeland resources on the reservation.
- The specialist performs all rangeland management-related functions that impact on an Indian reservation's rangeland resources. He or she carries out short- and long-term resource planning; ensures that use of one resource is compatible with the use of other resources and considers wildlife management, forestry management, watershed management as well as grazing/livestock management; prepares and reviews ecological assessments for inclusion in environmental documents for range improvement projects; serves as contracting officer's technical representative when range improvement projects are contracted out; and serves as the Bureau's representative at local and State professional meetings.
- The specialist serves as rangeland resource consultant and advisor to numerous ranchers and farmers in an assigned area of responsibility. He or she evaluates individual owners' resources, identifies problems, and proposes short or long-term land improvement plans, taking into consideration such variables as threatened and endangered plants and animals,



archeological sites, wildlife habitat, watershed/riparian area condition, and the owners' desires. The specialist presents alternatives, e.g., phased-in improvement plans when owners are not financially able to adopt entire proposals. The specialist works closely with State and local conservation organizations to establish and accomplish common resource management objectives. The employee serves as local expert on all aspects of cost-share programs, Federal governing statutes, and bureau and agency regulations and guidelines to ensure that landowners are in compliance.

- The specialist serves as interdisciplinary team leader for rangeland evaluations and is responsible for compiling all monitoring data and other resource information to produce an evaluation document that is the basis for resource management decisions and agreements. He or she prepares decisions, processes protests and appeals, prepares casework in preparation for hearings before administrative law judges, and appears as an expert witness.
 - The specialist develops overall rangeland management plans based on an inventory of the resource by using maps, aerial photography, satellite imagery, and other data to maintain military training lands in usable condition. He or she conducts complete inventories and annual monitoring of range and training lands to document degree and trend of ecological effects that result from their use. He or she determines the need for and devises methods to be used for reclamation of training damage. The specialist plans and implements improvement projects such as prescribed burning and revegetation for areas of extreme ecological disturbance and reduced range condition.
- B. The following illustrations are typically found at the intermediate program coordinating work level--
- The specialist serves as the principal expert and technical advisor for the rangeland management program in the geographic area, and provides program status reports and briefings on program activities and issues.
 - The specialist develops standards and guides on rangeland management practices and specifications for rangelands. He or she correlates range and grazing practice specifications with other area and field support specialists and develops, revises, and amends field office technical guides.
 - The specialist assesses, plans, and provides training for area and field office personnel in rangeland and pasture management principles, practices, and programs. He or she plans and coordinates rangeland management field trials, monitors results, and determines applicability and adaptability of findings.
 - The specialist serves as the senior program specialist for specific elements of the area's rangeland management such as: rangeland riparian/wetland management; rangeland vegetative management; or the wild horse and burro program. The specialist provides technical advice and staff support within the office and to field personnel on issues involving the assigned specialization. He or she ensures that national policies and applicable



guidelines are effectively communicated to subordinate offices. The specialist develops long-range program plans, and annual budget and work plans, and prepares guidance for implementing these within the assigned area of responsibility.

- The specialist provides program management and quality control for the rangeland management program for a district. The specialist integrates grazing administration, and wildlife, watershed, and soils management, into the total program for the district. He or she works with other resource specialists to integrate the rangeland management program with all other resource programs to achieve multiple-use management goals and objectives. The specialist interprets higher level agency policies and directives, and develops supplemental district guidance as necessary.

Level 1-8 -- 1550 Points

Mastery of the rangeland management profession to apply new scientific findings, developments, and advances and solve critical problems of a particularly unique, novel, or highly controversial nature. This includes problems for which current information is inconclusive, or is in the form of suppositions or theories as to their effectiveness in treating specific resource oriented problems.

Comprehensive knowledge of the principles of multiple-use sustained yield management of rangeland resources sufficient to: develop or refine solutions or recommendations to complex problems; take actions that have a significant impact on existing agency policies and programs; project developmental trends and future needs; and extend existing techniques or develop new approaches for the use of other rangeland management specialists or private landowners. Typically, the employee is recognized as the technical authority in the particular subject matter or rangeland resource program.

Illustrations:

- The specialist serves as a program expert, advising principal program managers at the agency level and below by interpreting broad rangeland management related legislative requirements and developing policy guidelines for their implementation.
- The specialist provides technical and program leadership, and staff coordination and consultation for the broad and complex rangeland management programs of subordinate administrative units, many of which have significant critical economic, social, and environmental demands for competing uses of the vegetative resource. The specialist requires a broad-based knowledge of rangeland management to play a key role in the overall planning and administration of the program, to make general inspections of the units for evaluation purposes, to provide staff and advisory services, to develop long-term multiple-use plans and regional direction, and to maintain cooperative relationships with other agencies, professional societies, and interest groups involved in rangeland issues.



FACTOR 2, SUPERVISORY CONTROLS

Level 2-3 -- 275 Points

The supervisor specifies the immediate objectives, scope of the assignment, and deadlines to be met. The supervisor also identifies limitations such as budgetary or policy constraints, and assists in unusual situations that lack clear precedents.

The specialist plans and carries out the assignment independently in accordance with proven rangeland management techniques, methods, practices, and previous experience. On assignments that involve, or may potentially involve, controversial use of approaches or modification of standard procedures, the employee will typically discuss the issues and possible approaches with the supervisor before carrying out the assignment.

Completed work is reviewed for technical soundness and accomplishment of specified objectives. Although methods used are not usually reviewed in detail, controversial findings or recommendations are reviewed for impact on other organizational programs.

Level 2-4 -- 450 Points

The supervisor establishes overall goals and resources available. The specialist and supervisor confer on the development of general objectives, projects, and deadlines.

The employee, having developed expertise in rangeland management operations and programs, is responsible for planning and executing assignments, selecting appropriate techniques and methodology, and determining the approach to be taken. The employee is expected to resolve most problems that arise and to coordinate the work with others in the same or other disciplines as necessary. The employee also interprets and applies program policy in terms of established objectives and keeps the supervisor informed of progress, potentially controversial problems, concerns, issues or other matters having far-reaching implications.

Completed work is reviewed for general adequacy in meeting program or project objectives, expected results, and compatibility with other work.

Level 2-5 -- 650 Points

The supervisory guidance or control at this level is exercised through broad, general objectives that have been approved for the assigned program. The specialist operates within the context and constraints of national legislation, agency policy, and overall agency objectives as they pertain to rangeland resources.

Within these broad areas of direction, the specialist is responsible for determining independently the validity and soundness of programs and plans, and for carrying out programs, projects, studies, surveys, and investigations.



The results of work, including recommendations and decisions, are considered as technically authoritative and are normally accepted without significant change. When work is reviewed, it is primarily in relation to broad policy requirements and administrative controls.

Recommendations for new projects and alterations of objectives are usually evaluated for such considerations as availability of funds and other resources, broad program goals, or national policies.

FACTOR 3, GUIDELINES

Level 3-3 -- 275 Points

A range of general guidelines is available such as Federal statutes and legislation, agency, regional, and/or State policy statements, procedural handbooks, and manuals. These guidelines may have gaps in specificity or may not be completely applicable to the work situation.

Since the available guidelines may not be completely applicable to the work situation, the specialist uses judgment in determining which alternatives should be used. The employee uses judgment in interpreting and adapting guidelines for application to specific situations or problems. In cases where guidelines lack specificity, the specialist makes generalizations from several guidelines in carrying out work efforts, analyzing results, and recommending changes. The employee determines when problems require additional guidance.

Level 3-4 -- 450 Points

Guidelines at this level are often inadequate to deal with the more complex or unusual problems, or with novel, undeveloped, or controversial aspects of rangeland management. The precedents or guides may point toward conflicting decisions; recent court decisions may appear to require a technical decision at variance with existing guides; there may be relatively few precedents or guides that are pertinent to specific problems; or proven methods are incomplete to cover the problems at hand.

The specialist is required to deviate from conventional methods and practices or develop essentially new and vastly modified techniques and methods for obtaining effective results.

Level 3-5 -- 650 Points

Specialists at this level are largely occupied with major problems that are highly unusual or of national significance. There may be little information available or the guidelines that do exist are broadly stated and nonspecific, requiring extensive interpretation (e.g., departmental directives, Federal laws, and recent scientific reports or findings).

The specialist must exert a high degree of judgment, originality, and creativity in such areas as--

- Interpreting and converting general legislative or agency objectives and policies into specific programs.



- Evaluating problems in judging direction, extent, and significance of trends and developments.
- Adjusting broad programs to the latest advances in rangeland management and to changing needs.
- Interpreting and applying other Federal and State statutes and regulations for the purpose of satisfying cooperative efforts in the protection and management of natural resources.

The specialist at this level is frequently recognized as an authority in a subject matter area with responsibility for influencing or developing policies, plans, standards, methods, procedures and instructions that guide other personnel in executing rangeland resource programs.

FACTOR 4, COMPLEXITY

Level 4-3 -- 150 Points

The specialist performs assignments consisting of various tasks or duties involving different and unrelated processes and methods. Assignments usually consist of a variety of traditional aspects or features such as analyzing a given rangeland resource to determine its current condition; drafting conventional management plans; determining compliance or noncompliance with terms and conditions in grazing permits or leases; and providing well-documented advice to landowners or tribal officials on specific rangeland issues.

The work is characterized by analyses and evaluations of environmental conditions, characteristics, and values, and the interrelationship of rangeland resources. Decisions regarding what needs to be done depend on the variables involved in each assignment (ecological status, vegetation types, conflicts with resource users, etc.), and the course of action is selected from many alternatives.

The problems encountered are such that assignments are carried out without substantial adaptation or modification of precedents. Actions taken require the employee to select and apply conventional approaches and precedent solutions according to specific conditions that exist in each assignment.

Level 4-4 -- 225 Points

At this level, specialists independently carry out a wide variety of assignments consisting of diverse and complex technical or administrative problems and considerations. They regularly encounter interdependent rangeland resource and cultural-economic problems requiring flexibility and judgment in approach and in the practices applied to obtain an optimum balance between the needs and demands of various user groups and the rangeland resources.

Assignments typically involve rangeland management problems that require indepth analysis and evaluation of alternatives because of such complicating factors as heavy user demand when the



condition of the range is unsatisfactory; environmental problems whose resolution may have serious public or tribal impacts; or strong and conflicting public or tribal demands and pressures to redirect rangeland management strategies.

The work requires the specialist to identify independently the boundaries of all phases of the problems involved, the kinds of data needed to solve the problems, and the criteria and techniques to be applied in accomplishing the assignment. Typically, the assignments require the employee to relate new work situations to precedent situations, extend or modify existing techniques, or develop compromises with standard rangeland management practice to solve the rangeland resource problems. Assignments may require substantial effort to overcome resistance to change when it is necessary to modify traditional, long-standing methods or approaches.

Level 4-5 -- 325 Points

The work includes varied duties requiring many different and unrelated processes applied to a broad range of activities that cover a wide geographic and environmentally varied area, such as a region encompassing several states, or a substantial depth of analysis. Specialists at this level are responsible for integrated resource analysis, information development, and factfinding in a particular program area. They may also be responsible for coordinating and planning activities that cover a broad multiple-resource program. Assignments involve sensitive and complex resource management issues. They require the independent assessment of the effects and interrelationships of variables unique to each rangeland management situation or condition.

The work involves solving problems concerned with novel, undeveloped, or controversial aspects of rangeland management and related fields. The problems have become complex or difficult due to such characteristics as the abstract nature of the concepts involved, the inability in the past to overcome the problems, or the existence of serious conflicts between scientific information, program, and economic requirements.

The assignments require the specialist to be especially versatile and innovative in order to recognize possible new directions or approaches; to devise new or improved techniques or strategies for obtaining effective results; or to anticipate future trends and requirements in rangeland resource use and demands.

FACTOR 5, SCOPE AND EFFECT

Level 5-3 -- 150 Points

The purpose of the work is to: (1) investigate and analyze conventional rangeland resource problems and/or environmental conditions to recommend or implement solutions that satisfy resource management objectives; or (2) ensure the effective development and utilization of a multiple-use rangeland resource area. Typically, the work requires the employee to identify conventional problems (e.g., riparian degradation, downward trends in ecological site condition, habitat conditions, or range improvement construction and maintenance) and to devise plans or recommend procedures to alleviate the problems.



The work affects the efficient utilization, protection and development of the resources involved, and the social and/or economic well-being of users of the resources.

Level 5-4 -- 225 Points

Specialists at this level develop essentially new or vastly improved techniques or solutions to specific problems in a resource management program or program area and coordinate results with related resource activities. They advise on, plan, or review specific problems, programs, or functions. They are typically concerned with problems that occur at a number of locations within a broad geographic area of responsibility.

The results of the work directly influence the effectiveness and acceptability of agency goals, programs, and/or activities.

Level 5-5 -- 325 Points

Specialists at this level are concerned with resolving critical or highly unusual problems, and developing new approaches or techniques for the use of other rangeland management specialists, resource specialists, managers, or private landowners. They determine the validity and soundness of program plans, and develop standards and guides for the improvement, development, and protection of rangeland resources.

Results of the work affect the work of State and local officials, private landowners, high-level administrators of the agency, resource program and land managers, or technical specialists. The work has considerable influence on the development and/or effectiveness of the policies, programs, and actions of the agency in one or more states, or on a regionwide basis.

FACTOR 6, PERSONAL CONTACTS AND FACTOR 7, PURPOSE OF CONTACTS

Match the level of the employee's personal contacts with the directly related purpose for those contacts and credit the appropriate point value from the chart below.

The Persons Contacted are--

1. Employees within the immediate organization, office, project, or work unit, and in related or support units, and/or contacts with the general public in highly structured or controlled situations, e.g., in the presence of a higher grade rangeland management specialist.
2. Employees in the same agency but outside the immediate organization (e.g., rangeland management specialists from higher level organizational units), or, resource persons from State or local rangeland resource units, and the general public or users (e.g., livestock



owners, private landowners). The contacts are usually established on a routine basis, but the specialist's authority may not be initially clear to the person contacted.

3. Subject matter specialists and managers within the agency, in other Federal agencies, universities, private foundations and professional societies, and influential local community leaders, tribal governing bodies, State officials, private landowners, representatives of organized livestock, conservation, or environmental groups; newspaper, radio, and television reporters; and prospective and current permittees. The contacts may be on an ad hoc basis, and the role of each party is established and developed during the course of the contact.

The Purposes of Contacts are--

- a. To obtain or provide factual information (e.g., to provide basic interpretative services, to promote multiple use and preservation of rangelands, or to acquaint private landowners with basic cost share program provisions).
- b. To plan, coordinate, or advise on work efforts and solve operating problems by influencing or motivating individuals or groups who are working toward mutual goals and who have basically cooperative attitudes.
- c. To negotiate controversial issues with various parties in a way that will achieve agency objectives and result in retention of good will; to influence or persuade various organizations or individuals who have conflicting interests and viewpoints on the use of various resources so as to reach an agreement that is consistent with technical as well as practical goals and objectives; to justify the feasibility of significant rangeland resource plans and proposals; or to influence or persuade other experts to adopt techniques or methods about which there may be conflicting opinions.

P U R P O S E

**C
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S**

	a	b	c
1	30	60	130*
2	45	75	145
3	80	110	180

*This combinations are probably unrealistic.



FACTOR 8, PHYSICAL DEMANDS

Level 8-1 -- 5 Points

The work requires no special physical demands. It is sedentary and performed in a comfortable posture. It may involve some walking, standing, bending, or carrying of light items.

Level 8-2 -- 20 Points

The work requires some physical exertion such as long periods of walking, standing, crouching, or riding horses over rough, uneven, swampy, or rocky terrain.

FACTOR 9, WORK ENVIRONMENT

Level 9-1 -- 5 Points

The work is performed in an office or similar setting involving everyday risks or discomforts which require normal safety precautions. The work area is adequately lighted, heated, and ventilated.

Level 9-2 -- 20 Points

The work is performed outdoors and involves regular and recurring exposure to moderate risks such as travel in safety approved small air and water craft and off-highway vehicles; moderate discomforts such as exposure to wind and low or high temperatures; moderate exposure to environmental factors such as insects, poisonous plants, or irritating chemicals; or working in areas known to be frequented by hostile wildlife, e.g., poisonous snakes, wolves, bears. Special safety precautions are necessary, and protective clothing and equipment are required.

