It’s about Your Future and the impact you will make on the destiny of natural resources in the world. Are you the one who fill the shoes of the old guard and lead the way in the next decades? “History will be kind to me for I intend to write it.” Sir Winston Churchill (1874 – 1965)

**Workforce Challenge**

A joint report of the UDSI – BLM and USDA USFS entitled “Discover – Knowledge Management”, issued in 2005, stated that “Over the next five to eight years, approximately 50 to 80 percent of the employees in the USDA Forest Service (FS) and USDI Bureau of Land Management (BLM) will be eligible to retire.” The demand for students and young professionals with majors in range science and management and related disciplines remains high. But, the supply of graduating and graduates in these fields appear to be decreasing. The Society for Range Management (SRM) is concerned in meeting the workforce objectives and goals so that management of these lands is well stewarded for the coming generations. The Society is addressing this issue by providing an impetus and avenues such as an annual job fair and student recruitment event to remedy this challenge.

The Society is extending an invitation to all prospective job seekers for permanent and temporary employment and employers at the Society for Range Management’s 66th Annual Meeting, Technical Training, and Tradeshow in Oklahoma City, OK. The 2013 SRM Job Fair will take place on Sunday, February 3, 2013 from 10:00 a.m. to 4:00 p.m. and the Student Recruitment Event will continue through Thursday, February 7, 2013.
The Job Fair is an exciting place of opportunities for meeting young and mature professionals in various fields related to the management of rangelands. This avenue is an occasion to be at your best in an environment of enthusiasm and high expectation for your future.

“Every great and commanding moment in the annals of the world is the triumph of some enthusiasm.”

Ralph Waldo Emerson (1803 - 1882)

Just as rangelands are diverse, so are related careers. Just look at the SRM membership as an example of this diversity! In order to better match job opportunities with job seekers, SRM announces its sixth annual RANGELAND JOB FAIR scheduled for Sunday February 3, 2013 from 10 a.m. to 4 p.m.

Job seekers do NOT need to register for this venue.

MISSION OF THE RANGELAND JOB FAIR

The mission is to match prospective employers from the Federal Agencies, State and Provincial Governments, Private Industry, Academia and Conservation Organization with the high caliber of educated and enthusiastic prospects from SRM.

Attendance at the Annual Meeting in the past years were over 1500 people from all walks of life with a great love for natural resources. Approximately 25 percent of the attendees will be students and young professionals.

PROVISION FOR EMPLOYERS

Employers will be provided space to display information, distribute vacancy announcements and interact with job seekers. Registered participants will be provided with one 6-ft table for displays within a large exposition area. For an extra charge, we will also provide 4’x 8’ display boards (see registration form).

We will encourage all interested meeting attendees to drift through and browse the JOB FAIR between other scheduled activities, meetings and workshops. We do expect that all participants staff, their tables/displays and be prepared to answer questions.

A limited number of interview rooms for employers will be available. Please contact Marc A. Pointel, 2013 SRM Job Fair Coordinator at 775-482-7800 or mpointel@blm.gov (with subject line – interview room).

- This is a free service for employers that represent SRM members and Trade Show participants.
- This is a free service for all job seekers interested in the rangeland profession.
- All employers MUST register for this program.

To register, please complete the reservation form which can be found on the SRM website: http://www.rangelands.org and return it to the address at the bottom of the form. Reservations will be accepted on a first-come, first served basis, and space is limited. The deadline for receipt of all reservations is January 13, 2013. On-site registrations may be accepted, depending on available space, and will require payment of a $100 late fee.

If you are interested in this program, or know of prospective employers who may be, please feel free to contact the JOB FAIR Coordinator, Marc A. Pointel, at mpointele@blm.gov and/or 775-482-7800.

HUMAN RESOURCES

Federal Human Resources personnel will be available to rate the potential applicants and the results will be available to Federal employers.
FEDERAL PATHWAY PROGRAM

The Final Rule (see link below) implementing the Pathways Programs has been published and took effect as of July 10, 2012. Agencies may continue to use the existing student and Presidential Management Fellows hiring authorities until the effective date of the Final Rule. The Recent Graduates Program will become available to agencies after the effective date of the Final Rule and the agency's completion of a memorandum of understanding with the Office of Personnel Management (OPM). The pathway program will include an Internship, Recent Graduates and Presidential Management Fellows.

For further information, go to the following sites:
http://www.opm.gov/HiringReform/Pathways/
http://www.usajobs.gov/Studentjobs
http://www.pmf.gov/

Working with your human resources will be critical in implementing the Pathway Program for your office if you are planning to use this program to hire potential applicants at the 2013 SRM meeting.

INTERVIEW COACHING

This seminar is for the early birds students and limited to 12 people who are preparing to be interviewed at the job fair. This coaching session will be an opportunity to strengthen your interview skills and abilities and learn trends in interviewing. The seminar will be offered on Sunday, February 3 and Monday, February 4, 2013 from 6:00 a.m. to 7:00 a.m. with locations to be announced. There is no cost to the attendees.

Please contact Marc A. Pointel, 2013 SRM Job Fair Coordinator at 775-482-7800 or mpointel@blm.gov (with subject line – interview coaching) coaching).

Perseverance is a great element of success. “If you only knock long enough and loud enough at the gate, you are sure to wake up somebody.”

Henry Wadsworth Longfellow (1807 - 1882)

STUDENT VOLUNTEERS FOR 2013 SRM JOB FAIR

The 2013 SRM Job Fair is requesting assistance of two volunteer university students for customer service and administration of the job fair. The volunteer must be a dynamic, enthusiastic and outgoing person with a great sense service to the students and staff at the job fair. The purpose of the volunteers is to increase the involvement of students in the activities of the job fair and gain organizational and administrative skills as well. Please submit a letter of recommendation, resume and a cover letter on “Why I want to be a volunteer at the 2013 SRM Job Fair.”

Please contact Marc A. Pointel, 2013 SRM Job Fair Coordinator at 775-482-7800 or mpointel@blm.gov (with subject line – Job Fair Volunteer).

PREPARING FOR ACADEMIC INTERVIEWS

Would you like to eventually obtain a position in academia or at a University? Are you currently a Ph.D. student? Join us on the first day of the SRM Meeting (Sunday, Feb. 3, 2013; 5:00 p.m. – 6:00 p.m.) to learn about:

- How c.v.’s are different than resumes
- What is expected from the seminar presentation
- Meeting with interest groups
- How to dress during academic interviews
- How to negotiate salary, benefits and start-up funds

Please reserve your spot in the workshop by contacting Dr. Megan Clayton, Assistant Professor & Extension Range Specialist., Texas AgriLife Extension Service/Department of Ecosystem Science and Management at MKDominguez@ag.tamu.edu or 361-265-9203 or Marc A. Pointel, 2013 SRM Job Fair
Coordinator at 775-482-7800 or mpointel@blm.gov. Spread the word to your students or fellow classmates! Room location for the workshop to be announced at a later date.

**CAREER OPPORTUNITIES ROOM (formerly EMPLOYMENT ROOM)**

This room is available Sunday, February 3, through Thursday February 7, 2013, 8:00 a.m. to 10:00 p.m. and is where professional job announcements, graduate school opportunities, internships and seasonal vacancy postings, representing the diversified membership of SRM are posted for meeting attendee viewing. This room will be centrally located in efforts to facilitate all interested parties for the entire week.

**CAREER DEVELOPMENT WORKSHOPS (tentative)**

In addition to the successful Student Employment Workshop (now called the Rangeland Employment Workshop), where you can ask questions on how to really succeed in the job market, SRM is planning to host additional career development workshops. All workshops will be one to two hours in length and will be offered concurrently with the 2013 Rangeland Job Fair on Sunday afternoon, February 3, 2013 from 1:00 p.m. to 6:00 p.m. Top professionals from both the private and public sectors of rangeland management have volunteered to guide these workshops to benefit SRM members.

**Rangeland Employment Workshop - 1:00PM - 3:00PM**

Facilitators:
Ingrid Drieling, USFS, North Zone Salmon-Challis N.F., Leadore, ID
Kim (Haile) Gibbs, Miles Community College, Miles City MT

Employers are looking for ethical, motivated, hard working persons who can think, solve problems, communicate effectively (all modes), work effectively on a team, and have good leadership skills. Yes, they want certain specific technical knowledge and skills, but they generally assume that a person has ample technical ability so that they can train them in the specific technical components of their job.

At this workshop each participant will be asked to bring a specific job application along with a cover letter and their resume that they developed for that specific job. The workshop will help students analyze their materials with discussions on how they may improve it. Further discussions will concentrate on the process of evaluating job announcements, gathering information, preparing check lists, and then writing the resume and cover letter, submitting the application, follow-up, and preparing for the interview.

Also at this workshop you can ask the questions on how to really succeed in the job market. This is a confidential and discreet workshop. You can ask the hard questions without potential employers present. Expect to get honest, straight-forward answers on what employers really look for.

Did you know that the average time spent on a resume by a future employer is 20 seconds? At this workshop a team of experienced range professionals will offer critical real life resume assessments with usable suggestions to help you learn how to become one of the people that gets 20 minutes of a future employer's time rather than 20 seconds.

Potential employees that attend this workshop will also learn about appropriate interview attire, the importance of networking, and having a business card. Attendees will also find out why people that serve on committees as students typically get job offers when they graduate.

**Opportunities for Graduate School Workshop 3:00PM – 4:00PM**

Facilitators:
John Tanaka, Department Head and Professor, Renewable Resources, University of Wyoming
Megan Domínguez, Assistant Professor, Extension Range Specialist, Dept. of Ecosystem Science and Management, Texas AgriLife Extension Service

Many undergraduate students, as well as younger range professionals, find themselves unsure whether they should pursue or continue a job in the profession, or whether they would be better off earning a
graduate degree. Although the answer will vary for each person, this workshop will offer viewpoints addressing the question from various angles. In fact, the workshop will focus on three important questions: How do I choose the right path for me: Graduate school or professional experience? If I choose graduate school, how do I find the right program and faculty advisor? What information should I ask for as I make my decision? These questions will be addressed by a panel of speakers who will make brief presentations and field questions from the audience. Included on the panel will be university professors and current or recent graduate students. The target audience is college undergraduate students who are just beginning to think about what might happen after graduation, current masters students contemplating a PhD, and working professionals contemplating a return to graduate school.

**Recruitment and Hiring Within Government Agencies - 4:00PM - 6:00PM**

Facilitators:
Marc A. Pointel, BLM, Tonopah, NV
Annette Joseph, USFS, Washington, DC
Dennis Thompson, NRCS, Washington, DC
Other Federal and State Agencies, TBA

Several federal agencies plan to be present at the annual SRM RANGELAND JOB FAIR to circulate current and available job outreach notices. Several of these agencies (USFS, BLM and NRCS) have successfully coordinated On-the-Spot Hiring programs at the Society for Range Management annual meetings in past years. Availability of these programs for 2013 will be dependent on the timely release of new student hiring authorities Pathway Program for the federal government. Updated information regarding these programs can be found on the SRM website at http://www.opm.gov/HiringReform/Pathways/.

In addition, individual agencies will have about 30 minutes during this workshop to explain the agency hiring process to interested participants. Human Resource and/or Range Specialists from different agencies will be present to explain the hiring process from vacancy search to selection. Details will be covered regarding registration with the different on-line application sites, inputting quality, easy-to-read resumes and tips for strong responses to the vacancy questions. They will discuss the OPM classification series specific to rangeland management positions and how to interpret mandatory qualification requirements. Land managers from different agencies will also be present to discuss desired attributes of highly qualified applicants. Good grades are important but field experience and communication skills are even more important. The intent of this workshop is for interested participants to walk away with a good general knowledge of the agency hiring process and perhaps remove some of the mystique and intimidation that may have previously surrounded it.

“The important work of moving the world forward does not wait to be done by perfect men.”

George Eliot (1819 - 1880)