

RANGE TECHNICIAN
GS-0455-09

INTRODUCTION

Serves as a Rangeland Management Technician, with primary technical responsibilities in rangeland administration and minor fire responsibilities during the prescribed fire and natural fire seasons.

MAJOR DUTIES

- a. Independently plans and completes the following types of duties on grazing allotments and all other public land within the field office area.
- b. The incumbent acts as the principal contact and negotiator for multiple-use management within an assigned area. Following established procedures, the employee conducts grazing administration duties for the field office area including processing grazing applications, crossing permit applications, ranch transfers, grazing case file updates and use supervision.
- c. The incumbent participates in conducting range studies; including vegetation inventories, forage utilization, range trend analysis and other similar studies common to the rangeland management program. Inventories and studies are coordinated with interested parties to meet specific goals as established through the land use planning process.
- d. The incumbent participates in the analysis, interpretation and evaluation of monitoring data to determine if the resource management objectives are being met. The employee presents recommendations to management that may lead to decisions/agreements. The incumbent participates in the development of the subsequent decisions, including appeals and the hearing process.
- e. The incumbent participates in the development of allotment management plans, conducts related studies and use supervision, updates and revises the field office planning documents accordingly.
- f. The incumbent prepares environmental assessment documents as required. The majority of the activities requiring an environmental document are major in scope such as analysis of livestock grazing on all other program activities and the subsequent issuance of an authorized grazing permit. Participates as a team member in interdisciplinary work groups and rangeland qualitative assessment teams.
- g. The incumbent proposes and participates in updates, revisions and development plan amendments for Resource Management Plans (RMPs), Records of Decision (RODs), and Range Program Summary (RPS) as new information becomes available.
- h. The incumbent conducts unauthorized use investigations and takes abatement action as necessary, consulting with the supervisor or other specialists, if needed, during the process.
- i. The incumbent conducts livestock operator consultations and coordination meetings.
- j. The incumbent determines the need for range and watershed improvements, and assists in the design of such improvements.
- k. The incumbent utilizes automated equipment (hardware/software), data systems, and applications to accomplish the duties of the position. Collects, enters, manipulates, updates, and maintains data according to prescribed Bureau and program standards.

- l. Ensures data quality and integrity by adherence to quality control standards and procedures.
- m. The incumbent participates in educational programs, e.g., workshops, short courses, self study to remain current in range ecology and management theory and practice.
- n. The employee's responsibilities also include the protection of BLM administered resources and property. During the course of routine duties, the incumbent may be required to supply Law Enforcement personnel with such assistance and documentation as necessary for prosecution of violations of federal law and regulations in his/her presence, or of which he/she otherwise has knowledge.
- o. The incumbent assists in preparation of prescribed fire management plans with specific objectives for each type of vegetative/fuel matrix along with a fire prescription, and prepares the environmental assessment documents required for the fire management plan.

FACTOR 1. KNOWLEDGE REQUIRED BY THE POSITION

- a. Knowledge of current rangeland ecosystem management principles, concepts, and theories in order to perform assigned duties concerning the development and implementation of management plans. Recognition, independent analysis, and implementation of solutions or findings to problems, issues, and negotiations.
- b. Highly specialized technical skills and knowledge of the laws and regulations governing management of public land including the Taylor Grazing Act (TGA), Public Rangelands Improvement Act (PRIA), National Environmental Policy Act (NEPA), and Federal Land Policy and Management Act (FLPMA), and the bureau's grazing regulations, grazing management policy, and other policies and guidelines related to rangeland management.
- c. Knowledge of rangeland ecosystems, watersheds, and soil properties for the analysis and preparation of environmental documents which are major in scope such as analysis and impacts of livestock grazing on all other program activities and the subsequent issuance of an authorized grazing permit. Knowledge of the development, implementation, and monitoring of allotment management plans.
- d. Knowledge of established procedures to determine the functional condition of rangelands and ability to function as a member of a Qualitative Assessment team involving other staff members in the disciplines and sciences of range, wildlife, soils, and watershed.
- e. Knowledge to interpret and analyze the effect and impact of management activities applied to public lands and how these management applications change the level or type of rangeland, wildlife, or watershed uses on other resources or disciplines.
- f. An understanding of multiple use management and its interrelationships with rangeland management especially in utilizing prescribed fire as a management tool and how rangeland management inter-relates with all other natural resource disciplines.
- g. Knowledge and an understanding of administering livestock grazing to improve and maintain the health, diversity, and productivity of the public lands.
- h. Skill in working with individuals and/or groups to identify problems, communicate program requirements, make recommendations, and setting priorities and attaining solutions to the identified problems.
- i. Skill in creating and maintaining effective lines of communication with various individuals, groups, and other agencies. Is effective in oral and written communication.
- j. Knowledge of PC equipment and ability to utilize word processing, and applications specific to the duties.

FACTOR 2. SUPERVISORY CONTROLS

The supervisor sets objectives, scope of assignments and deadlines on rangeland issues. The employee independently plans and performs the work using proven rangeland management techniques, methods, practices and previous experiences. Determines methods of study, assembles and analyzes information, develops alternatives for best management practices and makes recommendations for a preferred alternative.

The employee coordinates with the supervisor in a timely manner on work activities and public contacts. The supervisor provides guidance for unusual situations that lack clear precedents. Completed work is reviewed for technical soundness and accomplishment of specified objectives. The employee's methods are typically not reviewed in detail, although controversial findings or recommendations are reviewed for impact to management activities on the public lands and how these activities impact other disciplines and natural resources.

FACTOR 3. GUIDELINES

Guidelines consist of Laws, Code of Federal Regulations, Rangeland Management policies, procedural manuals and handbooks, and approved agency management and long range functional resource plans. Guidelines also include manuals/texts specific to the automated equipment utilized to carry out assigned duties. Judgment is required in the development and implementation of plans and programs. Specific instructions for field situations and precedent actions are usually not available.

Adaptation and extension of existing guidelines is required and choices among several alternative procedures are necessary to achieve optimum multiple-use management and protection. The incumbent independently selects, evaluates and applies the guides, making standard adaptations when necessary to fit specific on-the-ground situations. Must exercise technical judgment in applying standard practices to new situations and relating new work situations to previous ones. Situations not lending themselves to standard practices will be referred to the supervisor for assistance and for further guidance when possible. However, the incumbent must use considerable judgment in interpreting and adapting guidelines to specific and occasionally sensitive situations involving livestock operators and range management issues.

FACTOR 4. COMPLEXITY

Assignments consist of a variety of technical work in assigned activities such as: (a) inventory and monitoring of a given resource and its current condition, (b) drafting of management plans involving varying degrees of resource conflicts, and (c) compliance with terms and conditions in grazing permits and leases. The work is characterized by analyses and evaluations of environmental conditions, conflicting values, and the interrelationship of rangeland resources. Negotiations to resolve resource conflicts are often required. The work is extremely variable and requires substantial interpretation by the employee. The field office area contains a variety of range ecosystems utilized by livestock, wildlife, and various other resource users. Livestock use includes cattle and horses in all seasons. Complex land ownership patterns further complicate the management environment. The course of action is selected from many alternatives. Problems encountered involve resolution conflict and assignments are carried out without substantial adaptation or modification of precedents. Actions taken require the employee to select and apply

technical and conventional approaches and present solutions according to specific conditions which exist in each assignment.

FACTOR 5. SCOPE AND EFFECT

The purpose of the work is to investigate and analyze technical and conventional rangeland resource problems and/or environmental conditions to recommend or implement solutions that satisfy resource management, social, economic and political objectives. Typically, the work requires the employee to determine problems/environmental issues such as riparian degradation, downward trends in ecological site condition, habitat condition, or range improvement construction and maintenance. 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. Actions on sensitive rangeland issues sometimes have implications considerably beyond the field office area.

FACTOR 6. PERSONAL CONTACTS

Contacts are primarily with other Field Office staff members, and resource specialists. On occasion contacts may be made with individuals or groups from outside the employing agency such as managers from other agencies, contractors, or representatives of professional organizations, grazing permittees or lessees, and other individuals or groups with varied backgrounds and interests.

FACTOR 7. PURPOSE OF CONTACTS

Purpose of the contacts is to identify, clarify and negotiate controversial issues on rangeland management or the application of prescribed fire. Contacts may be persons or groups who hold different opinions or interests, and may be skeptical or uncooperative.

FACTOR 8. PHYSICAL DEMANDS

The work is a combination of office or similar setting involving every day risks or discomforts which require normal safety precautions and field work. Field work requires long periods of driving, much of which utilizes off-highway vehicles, and walking and climbing. There is exposure to wind, low or high temperatures, and moderate exposure to environmental factors. Physical stamina is required to perform arduous field duties including walking over very rough mountainous, rocky, and/or wet terrain for full work days. May be required to ride saddle horses at times in carrying out range use supervision.

FACTOR 9. WORK ENVIRONMENT

Office work is performed in an adequately lighted and ventilated room. Field examination of specific sites frequently involves inclement weather conditions. During range field assignments, is exposed to moderate risks of working alone in isolated locations and to various discomforts in being exposed to extreme changes in weather. Safety precautions require use of protective safety apparel.