

## **Rangeland Management Specialist GS-454-11**

### **Introduction**

Rangeland Management Specialist is a highly skilled and experience professional able to perform the full scope of rangeland management work, serves as a mentor to less experienced rangeland specialists, fully participates in the interdisciplinary approach to land management, significantly contributes to land management practices, and serves as advisor to land users and interested parties.

### **Major Duties**

The specialist serves as a rangeland resource consultant and advisor to management, land users, and interested publics.

- a. Plans, manages, produces, and implements allotment evaluations for assigned allotments. This duty includes responsibility as the principle author/editor of written products coming out of the allotment evaluation process and determinations on rangeland health. These products include the allotment evaluation, determinations on rangeland health, technical recommendations, and the multiple use decision. The work requires collection, interpretation, and analysis of scientific data to determine the status of the allotment under review. The work requires extensive contact with the affected interests to gather information, explain finding, and build consensus. The incumbent processes protests and appeals, prepares casework in preparation for hearing, and appears as an expert witness when necessary.
- b. Serves as team leader or member of an interdisciplinary team to solve complex and/or controversial resource related issues. Scopes issues, develops resource objectives, monitors programs, and evaluates data and final implementation.
- c. Prepares proposed and final decision letters and maintains appropriate case file documentation for protest and appeal cases. As needed, presents testimony and serves as an expert witness on behalf of the BLM.
- d. Based on well developed experience and knowledge, significantly contributes to the development of land management practices, by suggesting process improvements to current practices, or suggesting alternative approached to difficult public relations issues.
- e. Performs a wide range of professional and administrative duties associated with BLM's rangeland management program. Duties include use authorizations, permit renewals, detecting and resolving unauthorized use, and range improvement planning,

### **Factor 1. Knowledge Required by the Position**

- a. Professional knowledge of a wide range of rangeland management principles, concepts, and theories sufficient to develop and evaluate the effectiveness of rangeland management prescriptions covering diverse situations.
- b. Professional knowledge required to modify or adapt standard processes; to assess, select, and apply appropriate precedents; and to devise strategies needed to overcome significant resource problems.
- c. A working knowledge of related disciplines in order to integrate the views and findings of other professionals into the allotment evaluation process.

- d. Knowledge of ecological processes to evaluate and assess the environmental responses of the ecosystem to various management practices on a rangeland ecosystem.
- e. Consensus building skills sufficient to address differences among diverse affected interests.
- f. Thorough knowledge of BLM policies and procedures, and applicable Federal statutes and legislation governing rangeland management programs.

## **Factor 2. Supervisory Controls**

This position is supervised by the Supervisory Rangeland Management Specialist. Overall goals and resources available are established by the supervisor. The incumbent confers with the supervisor on the development of general objectives, projects, and deadlines. The incumbent, having developed expertise in rangeland management operations and programs, is responsible for independently planning and completing assignments, selecting appropriate techniques, and determining the approach to be taken. The incumbent is expected to resolve most problems that arise, and to coordinate the work with others in the same or other disciplines as necessary. The incumbent keeps the supervisor informed of progress, potentially controversial problems, concerns, issues, or other matters having far-reaching implications. Completed work is reviewed by the supervisor for general adequacy in meeting program or project objectives, expected results, and compatibility with other work. Completed work is expected to fully meet professional standards. Little rework is required.

## **Factor 3. Guidelines**

Extensive guidelines are available. However, these guidelines often have gaps in specificity or may not be completely applicable to the situation at hand. In such cases, the incumbent uses judgment to interpret, adapt, generalize, and sometimes extend guidelines for application to specific situations or problems. The incumbent determines when additional guidance is required to solve problems. Often additional guidance is available from networking with other offices both in state and out of state.

## **Factor 4. Complexity**

The incumbent carries out a wide variety of assignments. The majority of the work consists of numerous traditional aspects or features such as analyzing a given rangeland resource to determine its current condition; drafting management plans; determining compliance or noncompliance with terms and conditions in grazing permits or leases; and communicating effectively with a variety of interested parties. The work is characterized by analyses and evaluations of environmental conditions, characteristics, and values, and the interrelations of rangeland resources. The course of action is selected from many alternatives. Actions taken typically require the Incumbent to select and apply conventional approaches and precedent solutions according to specific conditions that exist in each assignment. Assignments often require substantial effort to overcome resistance to change when it is necessary to modify traditional, long standing methods or approaches.

## **Factor 5. Scope and Effect**

The purpose of the work is to: (1) Investigate and analyze rangeland resource and environmental conditions; (2) recommend or implement prescriptions that address resource management objectives; (3) ensure the effective development and utilization of multiple-use rangeland areas.

Typically, the work requires the employee to identify objectives and necessary management actions to meet those objectives. To attain objectives, management actions often involve devising plans and recommending procedures to manage riparian and upland habitats. The work affects the efficient use, protection and development of the resources Involved, and the social and economic well-being of users of the resources.

### **Factor 6. Personal Contacts and**

### **Factor 7. Purpose of Contacts**

In addition to contacts within the immediate office, contacts include specialists from higher level organizational units, resource specialists from other Federal agencies (e.g., Fish and Wildlife Service, Natural Resource Conservation Service, Forest Service), resource specialists from State and local government agencies, and effected interests (e.g., land owners, permittees, a diverse collection of environmental groups). The contacts are usually established on a routine basis, but the incumbent's authority may not be initially clear to the persons contacted. The purpose of contacts is to negotiate controversial issues with various parties in a way that will achieve agency objectives and result in retention of good will; to influence and 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; and to influence other experts to adopt techniques or methods about which there may be conflicting opinions.

### **Factor 8. Physical Demands**

The work requires some physical exertion such as long periods of walking, standing, crouching, or riding horses over rough, uneven, or rocky terrain. Extended periods of driving four wheel drive vehicles over rough terrain is required to reach remote areas. Overnight camping is sometimes required.

### **Factor 9. Work Environment**

The work is performed outdoors in remote areas. The work involves regular and recurring exposure to moderate risks and discomfort (e.g., outdoor camping, insect borne disease). Special safety precautions and specialized equipment are required.