

**SUPERVISORY BIOLOGICAL SCIENTIST
(NURSERY PROGRAM MANAGER)
GS-0401/0460-11/12**

Permanent, Full-Time

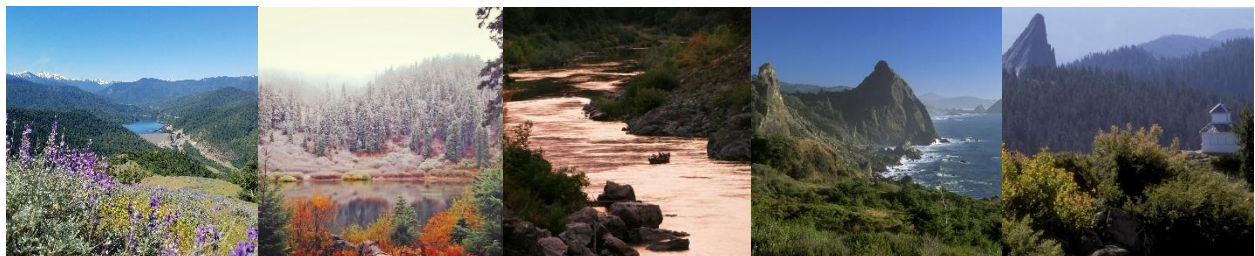
The Rogue River-Siskiyou National Forest is filling a Permanent Full-Time Supervisory Biological Scientist – Nursery Program Manager position (GS-0401/0460-11/12). This position is responsible for the J Herbert Stone Nursery, in Central Point, OR. Government housing is not available.

INTERESTED CANDIDATES: The application period will open January 21, 2022. Click [here](#) to apply, or visit [USAJobs.gov](https://www.usajobs.gov) and search for announcement number 22-R6-11077613-G-KM. Applications are due **January 27, 2022, by 8:59 PM PST (11:59 PM EST)**. Select Central Point, OR as your preferred duty location.

If you have questions about the position, please contact Forest Supervisor Merv George Jr. at (707) 373-4151, or via email Merv.George@usda.gov.

The purpose of this [Outreach Notice](#) is to inform perspective applicants of the upcoming opportunity, determine the potential applicant pool for this position, and to establish an appropriate recruitment method and area of consideration for the vacancy announcement. Responses received from this outreach notice will be relied upon to make this determination. The Permanent outreach notice will remain open until the Permanent position is advertised, and those interested will be informed via email when the position opens for application on [USAJobs.gov](https://www.usajobs.gov).

Forest Service employees on the workforce reduction placement system list will receive priority consideration and CTAP/ICTAP candidates will receive the appropriate consideration.



About the Position

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This position serves as a Nursery Program Manager on a Forest Service unit. The Nursery Program Manager position is responsible for developing, providing guidance for, coordinating, monitoring, and directing the nursery program of work. The incumbent provides guidelines for use of the nursery production, instructions, quality control, and training.

Major Duties

Serves as the principal authority about nursery management for the Forests within the area of responsibility. Maintains technical excellence in the conduct of the nursery program (seed, bare root, and container seedlings) to coordinate the out-year planning needs for the reforestation, restoration, and native plant programs. Formulates annual and long-range plans that identify objectives, production goals, and priorities for nursery operations, including management of the seed cache.

Develops long-term and short-term planting and production schedules based on client requests, seed availability, and consultation with reforestation specialists to coordinate seed and stock allocation based on seed zones and assisted migration objectives. Uses this information to develop and manage the annual nursery budget, including Working Capital Fund (WCF), non-Forest Service appropriated and trust funds, and incoming funds from grants and agreements. Ensures program expenditures are legal, meet congressional intent, and remain within established budget limits. Continuously appraises and revises program goals and objectives in light of changing factors such as client demand, economics, staffing, technological developments, and environmental events.

Manages unit programs and, on a continuous basis, is responsible for defining the primary customers served and leading the negotiation of expectations with customers regarding services provided. Negotiates and closes agreements with clients throughout multiple Forests, other various agencies, and public groups and individuals; ensures client understands terms of agreement and commitments; and provides follow-up to ensure client is satisfied with performance and delivery of service or product. Develops and implements marketing plans. Maintains contacts with clients to build business relationships and establishes relationships with potential clients interested in reforestation or restoration efforts. Solicits and responds to partner and customer feedback on work performance. Negotiates with line officers and other key staff in resolution of issues regarding quality assurance deliverables, timelines, and conflicts, etc.

Provides subject matter expertise in the specialty area of the unit. Applies knowledge of mandates, goals, strategies, initiatives, and budget direction in addition to laws and regulations to lead the work of the unit in concert with client reforestation and restoration expectations. Makes major decisions and takes actions that have a direct and substantial effect on the unit and programs managed. Makes recommendations and final decisions about significant natural resource programs such as those involving social, technological, and economic conditions as well as technical, financial, organizational, and administrative factors; restructuring, reorienting, and recasting immediate and long-range goals, objectives, plans, and schedules to meet substantial changes in policy, program authority, and funding; determination of projects or program segments to be initiated, dropped, or curtailed; changes in organizational structure; the optimum mix of reduced operating costs and assurance of program effectiveness; the resources to devote to particular programs (especially when staff-years and a significant portion of the unit's budget is involved); and long-range planning in connection with prospective changes in functions and programs.

Makes recommendations and takes steps to ensure that the nursery complies with the mandates of regulatory agencies such as the Occupational Safety and Health Administration. Conducts safety training for nursery personnel including mandatory pesticide training. Manages the operation of a regional seed extractory and seed bank, working closely with other agency seed banks, nurseries, and technical experts to develop relevant program goals and best management practices.

Develops and implements nursery Integrated Pest Management (IPM) program by prescribing natural, mechanical, and chemical treatments and monitoring the effectiveness of treatments outlined in the IPM program. Interprets soil analyses and prescribes treatments to maintain or enhance nursery soil productivity and cost efficiencies.

Works individually or in collaboration with other Regional and Forest personnel, preparing response to directives, reports, and developing techniques, methods, or procedures relating to reforestation or restoration in the Region.

Performs supervisory duties 25% or more of the time.

Plans the work to be accomplished by the unit, assigns work to employees, and establishes production or quality standards for the unit's work. Establishes and communicates guidelines and performance requirements to employees; conducts formal performance reviews; and identifies and provides for the developmental and training needs of employees. Hears and resolves employee complaints, effects minor disciplinary measures, and recommends action in more serious cases. Performs administrative and human resources management functions for the unit; provides advice, counsel, or instruction on both administrative and work matters; and assures full compliance with safety regulations.

Promotes equal opportunity and employs nondiscriminatory practices for merit promotion, recruitment and hiring of applicants; encouragement, recognition, and fair treatment of all employees; and career development and full use of employees' skills. Adheres to nondiscriminatory employment practices regarding race, color, national origin, age, disability; and where applicable, sex, marital status, familial status, parental status, religion, sexual orientation, genetic information, political beliefs, reprisal; or because all or part of an individual's income is derived from any public assistance program.

About the Nursery

The J Herbert Stone Nursery is a regional resource providing bareroot and container grown seedlings to government agencies in the Pacific Northwest Region. Clients served include the Forest Service, Bureau of Land Management, Bureau of Indian Affairs, and other local and regional agencies. The nursery covers 311 acres and includes 220 acres of native plant production fields, five greenhouses, seed storage facilities for the region, extensive cold storage facilities, and other significant nursery related infrastructure.

About the Community of Central Point and Medford, OR

Central Point (population 17,165) is five miles northwest of Medford, Oregon (population 76,850) and is in Jackson County (population 205,305). Surrounding communities and towns include Ashland, Jacksonville, Grants Pass, and Klamath Falls.

At 1,272 feet above sea level, Central Point is protected by surrounding mountains and has a mild climate. Mean annual precipitation is 20 inches. The seasons are clearly defined, temperatures are generally mild overall, and yearly snowfall is two to three inches on the valley floor. The median winter temperature is 36 degrees. Summers are warm with a median



temperature of 94 degrees and an average of 11 days over 100 degrees. Humidity is low.

Medford, Oregon is located along Interstate 5, approximately 277 miles south of Portland, Oregon and 385 miles north of San Francisco, California. Medford sits at 1,382 feet above sea level. It is the industrial, medical, and service center for Southern Oregon and Northern California.

The Rogue Valley International-Medford Airport located in southwestern Oregon serves the City of Medford, Jackson County, and the entire Rogue Valley, in addition to 7 other counties. The airport services 8 hubs. Four air carriers service the airport with approximately 56 arriving and departing flights daily.

Educational opportunities are supported in the Central Point area and surrounding communities by numerous public and private schools, Rogue Community College, and Southern Oregon University.

Health care is the number one job producing sector in the area. There are two major medical centers plus a wide range of clinics and specialists. The Rogue Valley Medical Center has been included on the list of the top 100 Heart Care Hospitals in the United States.

The Medford area has been listed in several publications as one of the top ten places to visit, live, or retire. The pristine surroundings are brimming with historic wealth, cultural attractions, and rich agriculture land. One can experience world-class art and culture at the Oregon Shakespeare Theater, Britt Festival, or the Craterian Ginger Rogers Theater. If getting back to nature is more your style, there is a lot to choose from; hike, bike, ski, whitewater raft, fish, visit Oregon's only National Park, Crater Lake, or explore the natural wonders of the Oregon Caves, enjoy a day of golfing, or just stroll the many beautiful parks.

For additional community information: [Visit Medford](#), [Medford Chamber](#), and [Mail Tribune](#).

About the Rogue River-Siskiyou National Forest

The Rogue River-Siskiyou National Forest covers 1.8 million acres in southwest Oregon and northwestern California, primarily in the watershed of the Rogue River. It encompasses parts of the Cascade Mountains, Siskiyou Mountains, and Oregon Coast Range. The Forest is recognized for its biological diversity, scenery, and outdoor recreation opportunities.

Located in southwest Oregon, along the California/Oregon state line and bordering the Klamath National Forest to the south, the Fremont-Winema Forest to the east and the Umpqua National Forest to the north, the Rogue River-Siskiyou National Forest ranges from the crest of the Cascade Mountains west to the Siskiyou Mountains and nearly to the Pacific Ocean. The Rogue River-Siskiyou

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National Forest covers almost 1.8 million acres and is unique in its botanical diversity, largely due to the bisection of the South Cascades and Siskiyou Mountain Ranges.

The Forest is also home to an incredible abundance of Wild and Scenic Rivers (over 200 designated miles among the Rogue, Chetco, Illinois, Elk and Smith Rivers), seven wilderness areas (350,000 acres), outstanding fisheries and wildlife resources and ruggedly breathtaking landscapes of mountains, rivers, and lakes with occasional meadows.

The Rogue River National Forest (until 1932 called the Crater National Forest) was established by President Theodore Roosevelt in 1908. The name Rogue River commemorates the Takelma Indians, whose defense of their homeland let early day French-Canadian trappers to call them les Coquins, "the Rogues." The Siskiyou Forest Reserve was established by President Theodore Roosevelt in 1905, and the Reserve was designated as the Siskiyou National Forest in 1907. The name Siskiyou is a Cree Indian word for bob-tailed horse (bestowed in 1828 by French Canadians working for the Hudson Bay Company).

The Forest itself is composed of two distinct geological provinces – the Cascade Range and the Siskiyou Mountains. The Cascade Range is dominated by snowcapped volcanic peaks such as 9,495-foot Mt. McLoughlin located within the Sky Lakes Wilderness on the High Cascades Ranger District. The Siskiyou area embodies the most complex soils, geology, landscape, and plant communities in the Pacific Northwest. World-class wild rivers, biological diversity, remarkable fisheries resources, and complex watersheds define the Siskiyou. The Rogue River-Siskiyou is the most floristically diverse National Forest in the country with some extraordinary botanical resources. The unique character of the landscape has led to the designation of over 340,000 acres of the Forest as wilderness, and over 200 miles of streams as National Wild and Scenic Rivers. Wilderness areas managed all or in part by the Forest include: Sky Lakes, Rogue-Umpqua Divide, Red Buttes, Kalmiopsis, Siskiyou, Wild Rogue, Grassy Knob and Copper Salmon. National Wild and Scenic Rivers include: Upper Rogue, Illinois, North Fork Smith, Chetco, Elk, and Rogue.

The Forest Supervisors office is co-located with the Medford District of the Bureau of Land Management in Medford, OR and is adjacent to the Rogue Valley International Airport. The Forest administers five ranger districts. On the west side of the forest, the Gold Beach Ranger District office is in Gold Beach and the Powers Ranger District office is in Powers. On the east side of the Forest, the Siskiyou Mountains Ranger District office is in the community of Star in the Applegate Valley; the High Cascades Ranger District office is co-located in Prospect and Butte Falls; and the Wild Rivers Ranger District is co-located in Cave Junction and in Grants Pass at the Grants Pass Interagency Office.

The forest leadership team manages a large and complex resource management program, including over 2 million recreation visitors per year, 30 to 40 MMBF of timber harvest per year and a significant wildlife and fisheries programs recognized for collaborative aquatic restoration projects. Several volunteers and partners associated with forest collaborative and restoration work have received national and regional recognition for their efforts. Natural resource management interest is high in the local and diverse rural and urban communities, representing opposing ends of the socio-political spectrum, from environmental advocacy groups to historically active mining communities.

The large natural resource program requires an extensive forest infrastructure, consisting of approximately 5,500 miles of roads, 133 road bridges, over 1,500 miles of trails, 326 developed recreation sites including the Mount Ashland Ski Area, 9 major administrative sites, including the Medford Air Tanker Base, the Siskiyou Rappel Base, and the J. Herbert Stone Nursery, one of the largest nurseries in the nation.

For additional Rogue River-Siskiyou National Forest information, click [here](#).

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REASONABLE ACCOMMODATION: The USDA Forest Service provides reasonable accommodation to applicants with disabilities. If you need a reasonable accommodation for any part of the application and hiring process, please contact the point of contact listed on the Outreach Notice. The decision on granting reasonable accommodation will be made on a case-by-case basis.

THANK YOU FOR YOUR INTEREST IN THIS VACANCY