

**Department of the Interior
U.S. Fish and Wildlife Service
Regional Offices**

References:

- a. PCS for Professional Work in the Natural Resources Management and Biological Sciences Group, 0400, September 2005
- b. General Schedule Supervisory Guide, HRCD-5, June 1998, April 1998

Background:

This position is a standard PD (SPD) that is used Service-wide.

Series and Title Determination:

As the Assistant Regional Director for Ecological Services (ES), the incumbent has Region-wide managerial, leadership, and advocacy responsibility for programs, policies, and issues in the ES program. The position is best described by the 480 series, Fish and Wildlife Administration, which covers positions that lead scientific or professional work involved in administering, directing, or exercising technical control over program, regulatory activities, projects and/or operations of fishery resources, fish and wildlife resources, and/or their habitats. The position will be titled Fish and Wildlife Administrator. As the position is a managerial position, it will be classified using the General Schedule Supervisory Guide, reference b.

Grade Determination:

Factor	Determination	Factor Level	Points
Program Scope and Effect	The incumbent directs and leads the Regional ES Program and Operations. Programs directly impact State and local agencies, private industry, non-profit organizations, and private land owners. The scope and effect of the program best match level 1-3.	1-3	550
Organizational Setting	The incumbent reports to the RD, a member of the SES, or the Deputy RD. The position is accountable to a position that is in the SES and matches level 2-3.	2-3	350
Supervisory and Managerial Authority Exercised	The incumbent actively manages the Regional ES Program, including setting and executing annual and multi-year plans; set short and long-term goals and objectives; partner with other	3-3	775

programs and Washington Office executives to develop FWS goals and objectives; manages fiscal and human resources; and exercises the supervisory responsibilities outlined in section 3-3b.

Personal Contacts	The incumbent is in frequent contact with high level officials in the Service and DOI; public interest groups; news media; State, Tribal, or local government agencies; and professional organizations. The type of contacts best matches level 4A-3.	4A-3	75
	The incumbent explains and defends scientific decisions; negotiates across programmatic and regional lines with FWS; negotiates the cooperation of private industry, other Federal agencies, and Congressional staff members to accomplish FWS goals and objectives; and actively participates in high level conferences and meets. At level 4B-4, the incumbent faces intense opposition or resistance where the other party is fearful, skeptical, or uncooperative. The incumbent often faces this type of opposition when working with the public and private industry, particularly when the other party feels that their rights are being impinged upon or they are not sure how the proposal will benefit them.	4B-4	125
Difficulty of Typical Work Directed	The base level of the work supervised is equivalent to a GS-13 or higher.	5-8	1030
Other Conditions	The incumbent manages and oversees the Regional ES Program in which work is performed at the GS-13 or higher.	6-6	1325
		TOTAL	4230

Final Determination: Fish and Wildlife Administrator, GS-0480-15
GS-15 range: 4055+

Functional Classification Code: 92

Other position details:

FLSA: Exempt

Drug Testing: Yes

Full Performance Level: GS-15

Position Sensitivity: Non-Sensitive, high risk

BUS: 8888

Prepared by: Megan Dreher, Supervisory HR Specialist