

FISH AND WILDLIFE SERVICE

FACTOR EVALUATION SYSTEM POSITION EVALUATION STATEMENT

Title, series, and grade Human Resources Specialist, GS-201-12

Location PM - Region

Note Grade derived using JFPCS for Administrative Work in the Human Resources Management Group, GS-0200A

Position Number Standard PD # S000038

Evaluation Factors	Points Assigned	Factor Level or Value	Comments
1. Knowledge Required by the Position.	1250	1-7	Incumbent must have in-depth, wide-ranging knowledge of hrm to analyze, advise on, and resolve a variety of very complex and difficult hr issues.
2. Supervisory Controls	450	2-4	
3. Guidelines	450	3-4	Guidelines are often lacking when it comes to resolving the very complex and difficult issues encountered. Therefore, the incumbent must use considerable judgement to adapt and/or develop new procedures and guidelines to effectively resolve such issues.
4. Complexity	225	4-4	Incumbent regularly encounters very complex and/or controversial hr issues with interrelated sub-issues which require the employee to reconstruct events, determine relevant facts and information needed, and recognize the implications of any proposed resolution for the region as a whole.
5. Scope and Effect	225	5-4	The work involves analyzing, advising on, and resolving very complex and difficult hr issues. The results and resolutions achieved may affect a number of employees, as well as the ability of various regional programs to meet their goals and objectives.
6. Personal Contacts	60	6-3	
6. Purpose of Contacts	120	7-3	
8. Physical Demands	5	8-1	
9. Work Environment	5	9-1	
S U M M A R Y	Total Points	2790	Prepared by: Angela Rickard & Carolyn Mach-Otting _____ Position Classification Specialist
	Grade Conversion [2755-3150]	GS-12	


 Approved By: _____ 8-9-01