

Interdisciplinary Supervisory Biological Scientist/Veterinary Medical Officer

DEPARTMENT OF AGRICULTURE

Animal and Plant Health Inspection Service

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Summary

The Center for Veterinary Biologics (CVB) Director oversees the Agency's compliance with the Virus Serum Toxin Act of 1913 to ensure that veterinary biologics available for the diagnosis, prevention, and treatment of animal diseases are pure, safe, potent, and effective. This position includes strategic planning, resource management, policy development, and science-based decision making. You will set the course for the CVB and manage resources to meet immediate and long-range objectives.

[Learn more about this agency](#)

Overview

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Accepting applications

Open & closing dates

 04/12/2023 to 04/25/2023

Salary

\$137,649 - \$178,941 per year

A Recruitment/Relocation Incentive may be authorized.

Pay scale & grade

GS 15

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Location

1 vacancy in the following location:

 **Ames, IA**

Remote job

No

Telework eligible

Yes—as determined by the agency policy.

Travel Required

Occasional travel - You may be expected to travel for this position.

Relocation expenses reimbursed

Yes—You may qualify for reimbursement of relocation expenses in accordance with agency policy.

Appointment type

Permanent -

Work schedule

Full-time -

Service

Competitive

Promotion potential

15

Job family (Series)

[0401 General Natural Resources Management And Biological Sciences](#)

[0701 Veterinary Medical Science](#)

Supervisory status

Yes

Security clearance

[Top Secret](#)

Drug test

Yes

Position sensitivity and risk

[Special-Sensitive \(SS\)/High Risk](#)

Trust determination process

[Credentialing](#)

[National security](#)

Announcement number

DH-11920053-23-VS

Control number

718855700

This job is open to

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[Career transition \(CTAP, ICTAP, RPL\)](#)

Federal employees who meet the definition of a "surplus" or "displaced" employee.



[The public](#)

U.S. Citizens, Nationals or those who owe allegiance to the U.S.

Clarification from the agency

Applications will be accepted from any U.S. citizen. Direct Hire Authority will be used to fill this position. Veterans Preference and traditional rating and ranking of applicants does not apply to this vacancy.

Videos

Center for Veterinary Biologics Recruitment Video



Duties

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- The duties may include, but are not limited to:
- Manages and executes all the delegated responsibilities for the Veterinary Biologics Program.
- Represents the Associate Deputy Administrator, the Executive Director and other APHIS officials in meetings with local governments, industry/stakeholders, and animal organizations.
- Provides scientific and managerial leadership support in planning, organizing, developing, implementing and evaluating broad programs for a multi-disciplinary veterinary biologics program
- Assists in developing and ensuring uniform application of standards and criteria for evaluating CVB program planning, results, and conclusions.
- Utilizes internal business analytics to assess work output, timeliness, and resource allocation.
- Directs and coordinates all CVB programs and ensures the overall program objectives are achieved within established limitations.
- Decides what projects should be initiated, dropped, or curtailed and the timing of such actions.
- Directs the preparation of scientific reports and manuscripts for publication and dissemination.

- Manages personnel, financial, and material resources under the direction of Diagnostics and Biologics Executive Director.
- Supervising subordinates more than 25% of the time including, but not limited to, recruitment, selecting, appraising, rewarding, addressing performance problems, and fostering an inclusive workplace.

Requirements

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Conditions of Employment

- You must be a US Citizen or US National.
- Individuals who were born male after 12/31/1959 must be Selective Service registered or exempt.
- Subject to satisfactory adjudication of background investigation and/or fingerprint check.
- Successful completion of one-year probationary period, unless previously served.
- Subject to one-year supervisory/managerial probationary period unless prior service is creditable. New USDA supervisors must successfully complete all components of the required training program before the end of their probationary period.
- Direct Deposit: Per Public Law 104-134 all Federal employees are required to have federal payments made by direct deposit to their financial institution.
- Successfully pass the E-Verify employment verification check. To learn more about E-Verify, including your rights and responsibilities, visit E-Verify at <https://www.e-verify.gov/>
- Testing Designated Position: Selectee must submit to a urinalysis to screen for illegal drug use prior to appointment and random testing thereafter. Final appointment and continued employment is conditional on negative results for illegal drug use.
- Conferred Doctor of Veterinary Medicine Degree with application (required for 0701 applicants.) See "Education and Required Documents" section below for more details.
- In accordance with Office of Government Ethics regulations concerning conflict of interest, the incumbent will be required to submit a financial disclosure report within 30 days of their effective date of appointment and annually thereafter.
- Work involves risk of exposure to contagious diseases of animals, to toxicants, and to animals that may be health and/or safety hazards to humans and/or other animals.
- Performing work in a mask or respirator, biological safety cabinet, chemical fume hood and/or high security laboratories might be required.

- The incumbent of this position will be required to obtain a TOP SECRET - SCI security clearance. Criminal Justice Information Services Division (CJIS) investigation and approval for handling and storing Select Agents and Toxins

Qualifications

Applicants must meet all qualifications and eligibility requirements by the closing date of the announcement, including specialized experience and/or education, as defined below.

All applicants must meet the Basic Requirement for the applicable job series outlined in the Education section below.

FOR THE GS-15 LEVEL (0401 and 0701): Applicants must have one year of specialized experience (equivalent to the GS-14 level) that may have been obtained in the private or public (local, county, state, Federal) sectors which demonstrates:

- Working in a veterinary biologics program consisting of licensing, inspection & compliance, laboratory elements, or related support activities.
- Establishing and maintaining effective professional working relationships within internal and external stakeholders, such as high-level officials from Federal agencies, state agencies, international counterparts, universities, scientific societies, public and private organizations in the United States or foreign countries.
- Instructing and guiding others regarding conduct of veterinary diagnostic tests, vaccine quality control or potency tests or molecular biology tests including trouble shooting, improving methods, and facilitating collaboration.
- Delivering accurate and credible scientific communication to inform scientists and non-scientific audiences of issues related to infectious disease diagnostics, vaccines, or immunotherapies (peer reviewed publication, conference presentation, or contact with other stakeholders).

Note: There is no education substitution for this grade level.

0401 Series: Transcripts are required. This position requires specific coursework or a degree in a specific field to be basically qualified. this education must have been successfully completed and obtained from an accredited school, college or university.

0701 Series: see Required Documents section for transcript and documentation requirements.

Experience refers to paid and unpaid experience, including volunteer work done through National Service programs (e.g., Peace Corps, AmeriCorps) and other organizations (e.g.,

professional, philanthropic, religious, spiritual, community, student, social). Volunteer work helps build critical competencies and can provide valuable training and experience that translates directly to paid employment. You will receive credit for all qualifying experience, including volunteer experience.

Education

BASIC REQUIREMENT: Biologist (0401):

Degree: biological sciences, agriculture, natural resource management, chemistry, or related disciplines appropriate to the position.

OR Combination of education and experience: post high school education with courses equivalent to a major, which is defined as 24 semester/36 quarter hours, in the biological sciences, agriculture, natural resources management, chemistry or related disciplines appropriate to the position, PLUS appropriate experience or additional course work. The quality of the combination must demonstrate that you possess the knowledge, skills, and abilities required to perform the work of the position and is comparable to that normally acquired through the completion of a full four-year course of study with a major as described above.

BASIC REQUIREMENT: Veterinary Medical Officer (0701):

Doctor of Veterinary Medicine (DVM) or equivalent degree, i.e., Veterinary Medical Doctor (VMD), obtained at a school or college of veterinary medicine accredited by the American Veterinary Medical Association Council on Education (AVMA). The AVMA website has a listing of all AVMA-accredited veterinary medical schools. AVMA website: <https://www.avma.org>

OR Graduates of foreign veterinary medical schools that are not accredited by the AVMA Council on Education must meet one of the following requirements:

- a)** Proof of certification of their final transcript by the Educational Commission for Foreign Veterinary Graduates (ECFVG);
- b)** Possession of a permanent, full, and unrestricted license to practice veterinary medicine in a State, District of Columbia, the Commonwealth of Puerto Rico, or a territory of the United States that includes successful completion of the North American Veterinary Licensing Examination (NAVLE) or its predecessors, the National Board Examination (NBE) and the Clinical Competency Test (CCT); OR
- c)** Proof that the education obtained in a foreign veterinary medical program is equivalent to that gained in a veterinary medical program that is accredited by the American Veterinary

Medical Association Council on Education. An AVMA-accredited veterinary medical school or college must have accepted the final transcript from the foreign veterinary medical school at full value for placement into an advanced degree, postgraduate educational program, or training program (e.g., residency or graduate program).

In addition, **graduates of foreign veterinary medical programs** must also provide proof of proficiency in the English language by successfully completing one of the nationally and internationally recognized examinations that incorporate assessments of reading, writing, listening, and speaking skills. Examples of examinations that assess mastery of the English language are shown below:

a) Test of English as a Foreign Language (TOEFL) - Minimum scores for the TOEFL are 560 for the paper-based version; 220 for the computer-based version; or overall score of 83 for the internet-based version (including 26 or higher in speaking, 26 or higher in listening, and 17 or higher in writing). For the computer-based and paper-based test versions, applicants must also complete the Test of Spoken English (TSE) and the Test of Written English (TWE). Minimum required scores are 55 for the TSE and 5.5 for the TWE.

b) Academic tests (listening, writing, and speaking) offered by the International English Language Testing System (IELTS). Applicants must achieve a minimum overall band score of 7.0, with at least 7.0 in speaking, 6.5 in listening, and 6.0 in writing; OR

c) Canadian Academic English Language Assessment (CAEL). Applicants must achieve a minimum overall band score of 70, with at least 60 in speaking, 60 in listening, and 50 in writing.

Graduates of foreign veterinary medical programs must submit test results with their application. Results of more than one test or testing session cannot be combined to meet the standard.

Waiver Provision: English language proficiency assessments may be waived for qualified job applicants whose native language is English (i.e., the official or common language of an individual's country of birth is English) who submit a diploma or other official documentation as proof of graduation from a high (secondary) school where the entire curriculum and educational programs were taught in the English language for the entire 3 or 4 years of full-time attendance.

Additional information

[Read more](#)

Benefits

How You Will Be Evaluated

You will be evaluated for this job based on how well you meet the qualifications above.

You will be evaluated for this job based on how well you meet the qualifications above. This is a Direct-Hire Authority position, all tentatively eligible applicants will be referred to the selecting official. The selecting official will review the applications and make determinations of who to interview and consider further. Applications will be reviewed at the request of the Hiring Manager to ensure that all qualification requirements have been met prior to tentative offers being extended. A rating will not be used; veteran's preference does not apply due to the existence of the Direct Hire authority for this position.

Note: If, after reviewing your resume and/or supporting documentation, a determination is made that you have inflated your qualifications and/or experience, you may be found ineligible. Please follow all instructions carefully. Errors or omissions may affect your rating. Providing inaccurate information on Federal documents could be grounds for non-selection or disciplinary action up to including removal from the Federal service.

To preview the application questionnaire, please visit:
<https://apply.usastaffing.gov/ViewQuestionnaire/11920053>

Benefits

Required Documents

How to Apply

Fair and Transparent

Required Documents

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The following documents are required for your applicant package to be complete. Our office cannot be responsible for incompatible software, your system failure or downtime, etc. Encrypted documents will not be accepted. Failure to submit required, legible documents may

result in loss of consideration.

0401: Transcripts are required

0701:

- **Resume that includes:** 1) personal information such as name, address, contact information; 2) education; 3) detailed work experience related to this position as described in the major duties including work schedule, hours worked per week, dates of employment; title, series, grade (if applicable); 4) other qualifications; and 5) supervisors name and phone number for each work period listed and whether or not they may be contacted for reference checks.
- **Proof of Doctor of Veterinary Medicine (DVM) Degree or Equivalent:**
 - A legible copy of college transcripts showing a conferred DVM degree from a veterinary medical school or college accredited by the AVMA Council on Education. An unofficial copy is sufficient with the application. As an alternative, proof of possession of a current permanent unrestricted license to practice veterinary medicine in a State, District of Columbia, Puerto Rico, or a territory of the United States can be submitted as provisional proof of eligibility. If selected, an official college transcript showing a conferred DVM degree from a veterinary medical school or college accredited by the AVMA Council on Education will be required prior to entering on duty.
 - Graduates of foreign veterinary medical schools that are not accredited by the AVMA Council on Education must submit a copy of their DVM transcripts and required documents (i.e., proof of ECFVG certification; or copy of Veterinary license; letter documenting acceptance into an advanced degree, post graduate, residency or graduate program at an AVMA accredited veterinary medical school; AND an English proficiency score report documenting required acceptable minimum scores, from TOEFL, IELTS or CAEL) that prove basic qualification for this position as stated in OPM's qualification standards.
 - Applicants who are substituting education or advanced training for specialized experience must submit: 1) an unofficial transcript showing a conferred master's degree in a qualifying specialty or 2) a letter or certificate documenting the completion of at least two years of an internship, residency or fellowship in a specific discipline or specialty. All education must have been successfully completed and obtained from an accredited school, college, or university.
 - All transcripts must be in English or include an English translation.
 - Official transcripts will be required if selected for the position.

- Although veterans' preference doesn't apply under Direct Hire Authority, applicants are encouraged to provide documentation of their eligibility. If claiming veterans' preference, you must submit a DD214, Certificate of Release from Active Duty, which shows dates of service and discharge under honorable conditions. If currently on active duty you must submit a certification of expected discharge or release from active duty service under honorable conditions within 120 days after the date the certification is submitted. The certification must be on the letterhead of the appropriate military branch and include the dates of military service.
- If claiming 10-point veterans' preference you must provide the DD214 or certification requirements (see above bullet), plus the proof of entitlement of this preference as listed on the SF-15 Application for 10-point Veterans' Preference. The SF-15 should be included but is not required. Failure to submit these documents could result in the determination that there is insufficient documentation to support your claim for 10-point preference. For more information on veterans' preference visit [FEDSHIREVETS](#)
- Surplus or displaced employees eligible for CTAP, RPL, or ICTAP priority must provide: proof of eligibility (RIF separation notice, notice of proposed removal for declining a transfer of function or directed reassignment to another commuting area, notice of disability annuity termination), SF-50 documenting separation (as applicable), last performance appraisal that is at least fully successful or its equivalent, and your most recent SF-50 noting position, grade level, and duty location with your application per 5 CFR 330.
- Worker's Compensation Separation: Agency certification of inability to place employee AND Notification of Separation OR Separation SF-50.
- Disability Annuity Termination: Notification from OPM of disability annuity termination AND Separation SF-50 of the last position held. Military Reserve or National Guard Technician Special Disability Retirement Annuity under 5 U.S.C. 8337(h) or 8456: Certification of special disability retirement annuity from a military department or National Guard Bureau AND Separation SF-50 of the last position held.

How to Apply

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Agency contact information

 APHIS Human Resources

Phone

[612-336-3227](tel:612-336-3227)

Email

MRP.Application.Help@usda.gov

Address

Animal and Plant Health Inspection Service
USDA APHIS MRPBS
250 Marquette Avenue, Suite 410
Minneapolis, MN 55401
US

[Learn more about this agency.](#)

Next steps

[Read more](#)

Fair & Transparent

The Federal hiring process is set up to be fair and transparent. Please read the following guidance.

[Equal Employment Opportunity \(EEO\) Policy](#)

[Reasonable accommodation policy](#)

[Financial suitability](#)

[Selective Service](#)


[New employee probationary period](#)

[Signature and false statements](#)

[Privacy Act](#)

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Accepting applications

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[0701 Veterinary Medical Science](#)

Supervisory status

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Security clearance

[Top Secret](#)

Drug test

Yes

Position sensitivity and risk

[Special-Sensitive \(SS\)/High Risk](#)

Trust determination process

[Credentialing](#)

[National security](#)

Announcement number

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Control number

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