

# Horticulturist/Geneticist (Plants)

DEPARTMENT OF AGRICULTURE

Agricultural Research Service

National Clonal Germplasm Repository

## Summary

This position is located with USDA, ARS, Pacific West Area (PWA), National Clonal Germplasm Repository (NCGR) in Corvallis, OR and will be the Curator of the National Plant Germplasm System (NPGS) collection of temperate tree fruit and nut species.

## Overview

Accepting applications

### Open & closing dates

🕒 12/18/2024 to 12/26/2024

### Salary

\$93,543 - \$170,881 per year

### Pay scale & grade

GS 12

### Location

1 vacancy in the following location:

📍 Corvallis, OR

### Remote job

No

### Telework eligible

Yes—as determined by the agency policy.

### Travel Required

Not required

### Relocation expenses reimbursed

No

## Appointment type

Permanent

## Work schedule

Full-time

## Service

Competitive

## Promotion potential

14

## Job family (Series)

[0437 Horticulture](#)

[0440 Genetics](#)

## Supervisory status

No

## Security clearance

[Not Required](#)

## Drug test

No

## Position sensitivity and risk

[Non-sensitive \(NS\)/Low Risk](#)

## Trust determination process

[Suitability/Fitness](#)

## Financial disclosure

[No](https://help.usajobs.gov/working-in-government/fair-and-transparent/financial-disclosure)

## Bargaining unit status

[No](#)

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## Announcement number

ARS-D25PWA-12649101-MDS

## Control number

824903300

# This job is open to



**[The public](#)**

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



## **Career transition (CTAP, ICTAP, RPL)**

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

### **Clarification from the agency**

US Citizens and Nationals; no prior Federal experience is required.

### **Duties**

- Acquiring and conserving temperate tree fruit and nut genetic resources and associated information.
- Characterizing and evaluating selected germplasm, using morphological and molecular markers.
- Assessing how and whether selected wild temperate tree fruit and nut genetic resources are most effectively conserved.
- Test genetic resources for pathogens; perform pathogen elimination procedures.
- Preserves and propagates genetically identified, vigorous, disease-negative plants of temperate fruit, nut, and specialty crop active collections.

### **Requirements**

#### **Conditions of Employment**

- You must be a US Citizen or US National
- Males born 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.
- 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/>

#### **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.

**Basic Requirements:**

**GS-0437**

**Degree:** horticulture; or a related discipline of basic plant science that included at least 30 semester hours in the basic plant sciences, of which at least 16 semester hours were in horticultural subjects such as those dealing with the breeding, care, management, production, and post harvest handling of horticultural crops.

**OR**

**Combination of education and experience:** courses equivalent to a major in horticulture or a related discipline of basic plant science that included course work as shown above, plus appropriate experience or additional education.

**GS-0440**

**Degree:** genetics; or one of the basic biological sciences that included at least 9 semester hours in genetics.

**As well as meeting the Basic Requirements of one of the series above, you must also meet the Minimum Qualification requirement below.**

**Specialized Experience:** Specialized experience is experience directly related to the position to be filled and which provided the applicant with the knowledge, skills, and abilities to perform the duties of the position.

**Experience:** The qualification requirements for this position at the **GS-12** grade level includes one-year specialized experience at the **GS-11** grade level, or its non-Federal equivalent *collecting, propagating, and curating tree and nut specialty crops such as pears, hazelnuts, mint, hops, or their wild relatives, according to established national or international standards and regulations; experience in grafting, tissue culture, and pathogen cleanup of germplasm; documenting plant genetic characteristics; and developing technical guidance on the production of high quality, well-characterized germplasm for tree, nut, and specialty crop plants.*

**Physical Demands:** The work requires some physical exertion, such as regular and recurring walking or bending. In many situations the duration of the activity (such as most of a workday) contributes to the arduous nature of the job. In other situations, there may be special requirements for agility or dexterity such as exceptional hand/eye coordination.

**Work Environment:** The work involves regular and recurring moderate risks or discomforts which require special safety precautions, e.g., working with contagious diseases or irritant chemicals or working outdoors. The employee is required to use protective clothing such as gowns, coats, boots, goggles, gloves.

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

Please see above for education qualification requirement information.

## Additional information

- Career Transition Assistance Plan (CTAP), Reemployment Priority List (RPL), or Interagency Career Transition Assistance Plan (ICTAP): Visit the [OPM](#) website for information on how to apply as a CTAP, RPL, or ICTAP eligible. To exercise selection priority for this vacancy, CTAP/RPL/ICTAP candidates must meet the basic eligibility requirements and all selective factors. CTAP/ICTAP candidates must be rated and determined to be well qualified (or above) based on an evaluation of the competencies listed in the How You Will Be Evaluated section. When assessed through a score-based category rating method, CTAP/ICTAP applicants must receive a rating of at least 85 out of a possible 100.
- Recruitment or Relocation Incentive may be authorized. The final determination to pay an incentive will be made by the hiring official at the time of job offer.
- This position may be eligible to telework up to four days per week, based upon the duties of the position. This position may also be eligible for flexible work arrangements as determined by agency policy and any applicable collective bargaining agreements.

## Benefits

A career with the U.S. government provides employees with a comprehensive benefits package. As a federal employee, you and your family will have access to a range of benefits that are designed to make your federal career very rewarding. [Learn more about federal benefits.](#)

Eligibility for benefits depends on the type of position you hold and whether your position is full-time, part-time or intermittent. Contact the hiring agency for more information on the specific benefits offered.

# How You Will Be Evaluated

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

Applications will be evaluated in accordance with Office of Personnel Management's (OPM) Delegated Examining Procedures and USDA policy using category rating. Applicants who meet basic minimum qualifications will be placed in one of *two or three* categories: Best Qualified, Well Qualified, or Qualified. Within these categories, applicants eligible for veteran's preference will receive selection priority over non-veterans. Category placement will be determined based on applicants' quality of experience and the extent they possess the following knowledge, skills, and abilities (KSA) or competencies:

- Applies Technology to Tasks, Horticultural/Genetics Sciences, Leadership, and Technical Documentation
  - Applies Technology to Tasks
  - Horticultural/Genetics Sciences
  - Leadership
  - Technical Documentation

Your application, including the online Assessment Questionnaire, will be reviewed to determine if you meet (a) minimum qualification requirements and (b) the resume supports the answers provided to the job-specific questions. Your resume must clearly support your responses to all the questions addressing experience and education relevant to this position. Those determined to be in the best qualified category will be referred to the selecting official for consideration.

Note: If, after reviewing your resume and/or supporting documentation, a determination is made that you have inflated your qualifications and or experience, your score may be adjusted to more accurately reflect your abilities, or 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.

Clicking the link below will present a preview of the application form; i.e. the online questionnaire. The application form link below will only provide a preview and does not initiate the application process. To initiate the online application process, click the "Apply" button to the right.

To view the application form, visit: <https://apply.usastaffing.gov/ViewQuestionnaire/12649101>

## Required Documents

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

- 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.
- If education is required or you are using education to qualify, you must submit a copy of your college transcripts. An unofficial copy is sufficient with the application if it includes your name and the necessary course information; however, if you are selected, you will be required to submit official transcripts prior to entering on duty. Education must have been successfully obtained from an accredited school, college or university. If any education was completed at a foreign institute, you must submit with your application evidence that the institute was appropriately accredited by an accrediting body recognized by the U.S. Department of Education as equivalent to U.S. education standards. There are private organizations that specialize in this evaluation and a fee is normally associated with this service. For a list of private organizations that evaluate education, visit the [NACES](#) website. All transcripts must be in English or include an English translation.

- If claiming veteran's 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 not later than 120 days after the date the certification is submitted. Veteran's preference must be verified prior to appointment. Without this documentation, you will not receive veteran's preference and your application will be evaluated based on the material(s) submitted.
- If claiming 10-point veteran's 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), and your most recent SF-50 noting position, grade level, and duty location with your application per 5 CFR 330.

## How to Apply

Please read the entire announcement and all instructions before you begin. You must complete this application process and submit all required documents electronically by 11:59p.m. Eastern Time (ET) on the closing date of this announcement.

Applying online is highly encouraged. We are available to assist you during business hours (normally 8:00a.m. - 4:00p.m., Monday - Friday). If applying online poses a hardship, contact the Agency Contact listed below well before the closing date for an alternate method. All hardship application packages must be complete and submitted no later than noon ET on the closing date of the announcement in order to be entered into the system prior to its closing.

This agency provides reasonable accommodation to applicants with disabilities on a case-by-case basis; contact the Agency Contact to request this.

To begin, click "Apply" and follow the instructions to complete the Assessment Questionnaire and attach your resume and all required documents.

**NOTE:** Please verify that documents you are uploading from USAJOBS transfer into the Agency's staffing system as there is a limitation to the number of documents that can be transferred. However, once in the Agency's staffing system, you will have the opportunity to upload additional documents. Uploaded resumes must be less than 5MB and in one of the following document formats: GIF, JPG, JPEG, PNG, RTF, PDF, TXT or Word (DOC or DOCX). Do not upload Adobe Portfolio documents because they are not viewable.

## Agency contact information

 Melissa Smith

Phone

[510-559-6312](tel:510-559-6312)

Email

[melissa.smith2@usda.gov](mailto:melissa.smith2@usda.gov)

Address

Agricultural Research Service  
800 Buchanan Street  
Albany, CA 94710  
US

[Learn more about this agency.](#)

## Next steps

Your application will be reviewed to verify that you meet the eligibility and qualification requirements for the position prior to issuing referral lists to the selecting official. If further evaluation or interviews are required, you will be contacted. Log in to your [USAJOBS](#) account to check your application status.

You must choose to turn on email notifications in your USAJOBS profile if you want to receive important email notifications that may impact your applicant experience (e.g. If you start an application and do not submit it prior to the closing date, USAJOBS will send an email reminder that the closing date is approaching and your application is in an incomplete status).

Multiple positions may be filled from this announcement.

Under the Fair Chance Act, agencies are not allowed to request information about an applicant's criminal history until a conditional offer of employment has been made, except as allowed for access to classified information; assignment to national security duties or positions; acceptance or retention in the armed forces; or recruitment of a Federal law enforcement officer. An applicant may submit a complaint or any other information related to an organization's alleged noncompliance with the Fair Chance Act. The complaint must be submitted within 30 calendar days of the date of the alleged noncompliance. To make a Fair Chance Act inquiry or complaint, send an email with the appropriate information to [lynda.smith@usda.gov](mailto:lynda.smith@usda.gov), subject line: Fair Chance Act.

## Fair & Transparent

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

[Criminal history inquiries](#)

[Financial suitability](#)

[Privacy Act](#)

[Selective Service](#)

[Social security number request](#)

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

[New employee probationary period](#)

[Reasonable accommodation policy](#)

[Signature and false statements](#)