



## National Forests and Grasslands in Texas Assistant Forest Planner GS-0101/0401-9/11

December 13, 2016



### Outreach

Would you be interested in working for a National Forest with demonstrated excellence in planning including a nationally recognized Adaptive Management Wind Event EA? How about working with the leaders on Stewardship Authority? Are you ready for the next step of your Federal Career?

The National Forests and Grasslands in Texas (NFGT) will be advertising a temporary promotion GS-0101/0401-9/11 Assistant Forest Planner position in the near future. This will be a temporary promotion, not-to-exceed 24 months, but may be extended up to a total of 5 years at management's discretion.



*Maintaining habitat for the endangered red-cockaded woodpecker is a primary management activity on the NFGT.*

This position will report to the NFGT Supervisor's Office with a duty station of Lufkin, TX. The incumbent will serve as the Assistant Forest Planner and provide higher level NEPA support to Forest Units.

**NOTE: If you're interested in this position, please utilize the online response form** in the Outreach Notice website <https://fsoutreach.gdci.com/Outreach> to respond. **Please respond by January 4, 2017.**

Vacancy Announcement: The vacancy announcement for this position will be posted on the U.S. Government's official website for employment opportunities, [www.usajobs.gov](http://www.usajobs.gov). You must apply to the vacancy announcement on USAJobs to be considered for this position.

### About The Position

The primary responsibility of this position is providing support to the planning team during the Forest Plan Revision process. The secondary responsibility is assisting Forest Units with their upper level NEPA needs. The *ideal* candidate will have skills as a writer/editor, web master, PALS, record keeping and 508 compliance.

### Major Duties:

This position will serve as the Assistant Planner for the Forest Plan Revision effort on the National Forests and Grasslands in Texas. The duties of this position include the following key activities:

- Participates with Staff Officers and Rangers in the formulation and establishment of forest-wide natural resource management policies, and programs. Serves as a consultant and authoritative



expert to the management team in the development, protection, conservation, and utilization of natural resources impacted by land management planning activities.

- Provides recommendations for consideration to the Forest Supervisor involving matters such as: what programs or major projects should be initiated, accelerated, curtailed or dropped; extent of resources to devote to particular projects considering time, resources and budget; what changes should occur in relation to programs or parts of programs.
- Directs long-range planning in connection with prospective changes in functions and programs; critiques short-range plans and project work plans developed by Districts; periodically conducts comprehensive evaluations of program goals and objectives; recommends adjustments or redefinitions of broad objectives.
- Recognizes, organizes and directs training in new or improved management and related practices and techniques. Studies and synthesizes current research and reports related to land management planning activities. Conveys information to team members and personnel on ranger districts.
- Maintains liaison with other federal, state, and county officials, research and resource organizations, industrial and community leaders to: obtain support for and understanding of resource programs, operations, and management direction; develop mutually beneficial programs or projects; and keep abreast of advanced developments in forest and resource land management.
- Provide recommendations on matters having impact upon relationships with other groups. Such recommendations concern: what compromises to make in operations in view of public relation implications and need for program support from various groups, and how to maintain effective relations with public interest groups.
- Directs the development and establishment of plans (including standards and technical guides) based on objectives derived from land management planning with full consideration of cost-benefit analysis.
- Monitors on-going programs and visits field units to evaluate compliance with regulations, policies and procedures. Provides advisory and technical assistance to team members to resolve complex matters involving land management unit plans, or diverse resource management issues. Institutes change in operating procedures or programs to increase effectiveness or correct practices in violation of established regulations or procedures. Plans and directs administrative studies designed to analyze results of efforts, and to develop more effective methods.
- In conjunction with the Staff Officer, coordinates development and maintains the overall forest land management plans which established goals, program emphasis, and coordinating requirements for the total forest land mass.
- Oversees study projects to develop guidelines, standards, and procedures for analyzing public needs, social trends and demands, and resource capabilities.



*The National Forests and Grasslands in Texas contain many diverse plant communities including small isolated prairies, limestone glades and outcrops, pitcher plant bogs, xeric sandy lands, longleaf pine forests, and wetland pine savannas.*



**Forest  
Service**

**National Forests and Grasslands in Texas**  
2221 N. Raguet St., Lufkin, TX  
936-639-8501 Fax 936-639-8588  
[www.fs.usda.gov/texas](http://www.fs.usda.gov/texas)

Page 2

USDA is an equal opportunity provider and employer.  
Edited 12/13/2016 - TM

- Develops critical path schedules and evaluation techniques; determines type, amount, and level of information (inventory) required for the development and analysis of management alternatives and for decision making.
- Provides technical assistance in environmental analyses, and reviews environmental documents to ensure adequacy. Recommends course of action to responsible official. Locates and identifies appropriate sources for specialized information needed for particular aspects of the plans and impact statements including the social, economic, or political issues involved in a particular piece of forest land. Prepares environmental impact statements, and land and resource management plans for projects; develops alternative land-use strategies; forecasts the benefits, consequences, and costs (opportunity, resource, and socio-economic) of various possible actions in accordance with established goals. Recommends and justifies a particular strategy which establishes the optimum mix of uses for the planning unit; and attempts to solve problems or conflicts in resource use.
- Coordinates public review and input into analyses and land management plans through public meetings and workshops, printed brochures or newspaper advertisements soliciting written comments, or other media as appropriate. Ensures that all requirements of the National Environmental Policy Act of 1969, Executive Order 11514 and other Legislative and executive requirements are followed. Serves as a second-level unit expert on interpretation of environmental protection laws, regulations and policies as they apply to management of forest natural resources. Revises environmental impact statements and proposed land management plans, as appropriate, and prepares final plans and statement for supervisory and higher level approval.
- Coordinates forest planning efforts with regional, state, city, county, or ad hoc citizen committees' land-use planning efforts.
- Ensures, through persuasion, negotiations, or similar tactics, that such plans are complimentary, to the extent possible, with the Forest's multiple use efforts and plans. Reviews all functional resource long-range plans and short-range plans to ensure that they are consistent with strategies and program emphasis in the approved land and resource management plan; recommends changes to such plans as appropriate. Recommends changes in management direction in the form of revisions of, or amendments to the Forest Land Management Plan, as necessary to meet forest goals and objectives in an environmentally sound basis.



*Participates and assists with Forest Plan Revision trainings and meetings for employees, stakeholders, other agencies, NGO's and the general public.*

#### **Team Duties:**

- Maintains program and administrative reference materials, project related files, and written instructions from the supervisor, to address questions from team members related to procedures, policies, and directives. Incumbent monitors the status and progress of work to ensure the supervisor's instructions on work priorities, methods, deadlines and quality have been met.



**Forest  
Service**

**National Forests and Grasslands in Texas**  
 2221 N. Raguet St., Lufkin, TX  
 936-639-8501 Fax 936-639-8588  
[www.fs.usda.gov/texas](http://www.fs.usda.gov/texas)

- The team integrates strategies, goals, objectives and work plans with the organization’s strategic plan, vision and mission. Prepares reports and maintains records of work accomplishments.
- Performs other duties as assigned.

**Benefits of Forest Service Employment:**

- Telework and Flexible Work Schedules
- Highly competitive Federal Health, Vision and Dental Plans
- Transportation subsidies for commuters
- Life Insurance and Long-Term Care Insurance for Employee and Family Members
- Flexible Spending Accounts
- Wellness programs that allow for reimbursement of Fitness Memberships and/or Work-time to exercise
- Comprehensive Federal Retirement Package

For more information on these benefits, please click on the below link:

<http://www.fs.fed.us/working-with-us/jobs>.

**Duty Station**

**Supervisor’s Office:** The National Forests and Grasslands in Texas Supervisor’s Office is located Lufkin, TX. The incumbent’s official duty station will be Lufkin.

**The National Forest:** The National Forests and Grasslands in Texas include approximately 675,000 acres in 15 counties. There are four National Forests and two National Grasslands managed from five Ranger District Offices.

*MISSION:* To maintain, improve, or restore, healthy and naturally diverse ecosystems which sustain those resources and values that contribute to the ecological, social, and economic needs of the public.



*In addition to providing one of the top bass fisheries in the country, Sam Rayburn Reservoir, on the Angelina National Forest, also provides camping, boating, jet-skiing, kayaking, birding and other recreation opportunities.*

- Integration - We achieve Forest goals through interdisciplinary planning and implementation of projects, emphasizing teamwork.
- Innovation - Hallmark attributes are thoroughness and quality when working with each other, our partners and volunteers, during stewardship contracting, and when developing innovative approaches to solve complex issues.
- Safety - Our core values include safety and wellness, which guide our daily operations.
- Diversity - We strive to develop a versatile workforce to serve our diverse public.

**VISION:** The National Forests and Grasslands in Texas blends the needs of many through resource uses, recreational experiences, and public service while ensuring the integrity and protection of natural resources.



**Forest Service**

National Forests and Grasslands in Texas  
 2221 N. Raguet St., Lufkin, TX  
 936-639-8501 Fax 936-639-8588  
[www.fs.usda.gov/texas](http://www.fs.usda.gov/texas)

The Forest's *SIGNIFICANCE* includes:

- The Forest's Allowable Sale Quantity (ASQ) is 109 hundred cubic feet (CCF), as determined in its 2015 annual timber report. This was an increase of 34CCF from 2014.
- The Forest's provide three of the top fishing lakes in the United States. Toledo Bend Reservoir (first) continuously produces huge largemouth bass with 10-pounders being quite common throughout the year. Sam Rayburn Reservoir (fifth) produces both quantity and quality for anglers and offers both shallow and deep bass fishing opportunities. The biggest largemouth bass ever collected by Texas Parks and Wildlife Department (14.1 pounds) was taken from Lake Conroe (fiftieth). All three of the lakes are approximately an hour from Lufkin.
- The Forest's manage 250,000 acres of habitat for the endangered red-cockaded woodpecker, supporting over 261 potential breeding groups.
- Stewardship is also an important component of managing the National Forests and Grasslands in Texas with over \$3 million in timber receipts retained in 2015.
- Long-leaf and short-leaf pine habitats are fire-adapted ecosystems. The NFGT conducts prescribed burning over approximately 100,000 acres annually to maintain and improve those important habitats.
- The National Forests and Grasslands in Texas contain many diverse plant communities that have been described in the West Gulf Coastal Plain, Blackland Prairie, and Western Cross Timbers Ecoregions. These include small isolated prairies, limestone glades and outcrops, pitcher plant bogs, xeric sandy lands, upland monospecific longleaf pine forests, wetland pine savannas, sandstone barrens, baygalls, forested wetlands, palmetto flats, and beech-magnolia slope forests. Many rare plants are restricted to these plant communities and are found nowhere else in Texas.
- For additional information on National Forests and Grasslands in Texas, please go to the following link: <http://www.fs.usda.gov/main/texas>

## Community Information

**Lufkin** is located in the "Pineywoods" of east Texas, approximately 120 miles northeast of Houston, in Angelina County. Residents (nearly 40,000) enjoy beautiful parks, open spaces, cultural arts, and a broad range of recreational activities. Lufkin is just an hour away from four National Forests and two major



STEPHEN F. AUSTIN  
STATE UNIVERSITY  
NACOGDOCHES, TEXAS

*Angelina College, a community college, is located in Lufkin with an additional nine off-campus centers. Provides both Occupational and Community Service programs, College Transfer curriculum and Associate Degrees as well as Adult Education, GED and ESL.*

*Stephen F. Austin State University, located in Nacogdoches, TX, offers over 1200 areas of study through six colleges. The Forestry and Agriculture School at SFA is nationally recognized.*

recreation and fishing lakes. The National Park Service manages over 80,000 acres of the Big Thicket Preserve south of the National Forests.

Education is important to the community with award winning schools, including public, private, and charter schools that offer unique learning opportunities in combination with Angelina College and Stephen F. Austin State University.

Lufkin also has excellent medical care with



Forest  
Service

National Forests and Grasslands in Texas  
2221 N. Raguet St., Lufkin, TX  
936-639-8501 Fax 936-639-8588  
[www.fs.usda.gov/texas](http://www.fs.usda.gov/texas)

two major hospitals and many specialists.

Single family housing is readily available. Housing costs for a family of four range from \$80,000 to \$180,000. Rental houses are scarce, but there are properties available, and there are many apartments and townhouses for rent.

For additional information go to the Lufkin - Angelina County Chamber of Commerce website at <http://lufkintexas.org/>.

**Surrounding Area** Nacogdoches, (population 33,000) is 20 miles northeast of Lufkin. It claims to be the oldest town in Texas and offers many landmarks sacred to Texas history. This city is also known as the Garden Capital of Texas and is home to Texas' largest azalea garden. Nacogdoches offers a variety of activities for visitors including antiques, nature walks, Freedom Fest, world-class touring performances from operas to children's plays, and many historical sites to visit (e.g., Caddo Mounds, Millard's Crossing Historic Village)

Houston provides all the amenities expected in a large metropolis. With a population over 2.2 million people, Houston is the most populous city in Texas and the fourth-most populous city in the United States. Also known as the "Space City", Houston is a global city with strengths in business, international trade, entertainment, culture, media, fashion, science, sports, technology, education, medicine, and research. Houston is also one of the most diverse cities in the United States and home to many cultural institutions and exhibits.

**Websites** - For more Information about Lufkin and the surrounding area, visit the following the websites:

[City of Houston](#)

[City of Lufkin](#)

[Angelina County](#)

## Contacts

For more information about this opportunity, feel free to contact us!

### Natural Resources and Planning Team Leader

Rob Potts, 936-639-8539, [robertpotts@fs.fed.us](mailto:robertpotts@fs.fed.us)

**Please respond by January 4, 2017**



**Forest  
Service**

National Forests and Grasslands in Texas  
2221 N. Raguet St., Lufkin, TX  
936-639-8501 Fax 936-639-8588  
[www.fs.usda.gov/texas](http://www.fs.usda.gov/texas)