

Society for Range Management 2013 Job Fair Recruitment Event

How to Participate:

Submit by January 11, 2013 COB the position(s) you want to be recruited using the Pathways Programs at the upcoming Society for Range Management (SRM) Annual Meeting. All of the listed information below shall be submitted to Marc A. Pointel, SRM-Bureau of Land Management (BLM) Job Fair Coordinator (mpointel@blm.gov):

- Position title, series, and grade of the vacancy. Please provide the full performance level of the position in parentheses (e.g., Range Management Specialist, GS-454 5/7/9/ (11)).
- Duty station, district, and office.
- Contact information: name, email, and phone number of designated hiring official who must be on-site during the event.
- Office and community information (about a one-page description).
- Any additional incentives that may be offered on an office-by-office basis (e.g., government housing, on-site child care, hiring bonus, Student Loan Repayment program, financial assistance to cover moving expenses).

This information will be posted on the SRM website (see below) and incorporated in the vacancy announcement (<http://www.usajobs.gov>) prior to the SRM meeting.

For more information about the SRM Job Fair 2013, please visit the SRM website at: http://rangelands.org/jobfair_1.shtml.

For more information about the SRM Annual Meeting, please visit the website at: http://www.rangelands.org/oklahoma_city2013/

Recruitment Event: Interested candidates must submit their applications online in advance of the SRM meeting using <http://www.usajobs.gov/> under the Pathways Programs. This will enable a fair and equitable opportunity for nationwide competition, allow for timely application review, the generation of certificates of eligible candidates, and the scheduling of on-site or phone interviews.

The entire recruitment event process averages three-to-four days from Sunday to Wednesday during the SRM Annual Meeting. The BLM will be present at the Rangeland Job Fair and Career Development Workshops on the first Sunday of the meeting to explain the agency hiring process to interested participants.

For applicants considered to be qualified, 30-minute interviews are typically scheduled from Monday through Wednesday. Interview panels normally consist of managers, program leads, or specialists who are delegated hiring authority, with one individual representing each job vacancy.

At the completion of the interviews, the intent is to make tentative offers to exceptional candidates for all available positions. The formal hiring offer for each candidate is contingent on acceptable reference and background checks, which are the responsibility of the local (hiring) office.

The Pathways Programs to be offered at the SRM event include: 1) the Internship Program for students currently enrolled in an accredited academic program from high school through graduate school to work in agencies and explore Federal careers while still in school; and 2) the Recent Graduates Program for individuals who have graduated from qualifying educational institutions or programs in the last two years [Veterans may have up to six years after graduation to apply under this new provision].

Key changes in the excepted service appointments under the new Pathways Programs will include:

- Job opportunities must be posted to USAJOBS prior to the 2013 SRM Job Fair.
- Veterans' Preference MUST be applied.
- Selectees must be placed in a position description classified in the appropriate series; and
- All Pathways Programs participants must have 1) a Participant Agreement, 2) a mentor if appointment will exceed 90 days, and 3) an Individual Development Plan if appointment will exceed 90-days.

For more information on these hiring authorities, please visit:

<http://www.opm.gov/HiringReform/Pathways/>

<http://www.usajobs.gov/Studentjobs>

<http://www.pmf.gov/>