

INTRODUCTION

This is a recreation management professional standard position located in a Bureau of Land Management (BLM) Office with a complex, district operational type recreation program. The primary purpose of the position is the planning and administration of a complex recreation program, which may include heritage tourism resources, interpretive services, scenery management, winter use, recreation special uses, wild and scenic rivers, wilderness, wilderness study areas, National Conservation Areas, or other Congressional designations, developed sites, and dispersed recreation.

MAJOR DUTIES

Manages the recreation program including developed sites, dispersed summer and winter recreation, wild and scenic rivers, interpretive services, wilderness, wilderness study areas, National Conservation Areas, or other Congressional designations. Oversees the planning and/or operation, maintenance and protection of public use sites and facilities.

Administers a recreation special use permit program including concessionaire operations. Inspects or supervises the inspection of permittees' operations to determine compliance with the terms of the permit. Takes corrective action directly with the permittee or, when necessary, recommends action to the supervisor.

Plans future recreation use and development on the unit in conjunction with interdisciplinary teams and recommends proposals for new facilities and activities. May serve as the Interdisciplinary Team Leader for complex projects. Writes and reviews National Environmental Policy Act (NEPA) documents, site plans, and other related recreation plans and studies for proposed land use and development.

Provides expertise and advice in assessing current recreation use, type, and standards, and in long-range planning, maintenance, and operation of recreation facilities. Reviews new projects or proposed revisions of existing plans and coordinates action on approved projects.

Participates as an interdisciplinary team member on projects, land use plan revisions and/or amendments and associated NEPA documents.

Develops relationships with community, user groups, and other agencies and seeks to build partnerships, both formal and informal. Purpose of partnerships is to reach recreation program objectives and build program support. Uses partnerships to obtain challenge cost share funding, grants and other outside funding.

Develops and reviews annual work plans for recreation plan implementation, operation and maintenance programs, rehabilitation work on existing facilities and plans for modification or addition to established recreation areas.

Determines type, amount, and location of work to be accomplished under each program, including capital investment projects and recreation special initiatives. Evaluates and prioritizes

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each program based on cost, staffing, equipment, and supply needs. Oversees interpretive and environmental education programs and recreation special events. Oversees special emphasis programs such as volunteers and partnerships.

May exercise the full range of supervisory duties of assigned employees at various grade levels and Human Resource Program enrollees, by assigning, directing and reviewing work. Plans, schedules, coordinates work, and solves difficult technical problems. Carries out established personnel functions and practices, including Civil Rights and Affirmative Action, and keep employees informed about important aspects of personnel management programs. Informally makes recommendations on employee personnel actions such as promotions, reassignments, awards, and step increases; approves leave; sets performance standards and evaluates performance; provides for employee development, resolves minor grievances, meets with union representatives and Equal Employment Opportunity (EEO) counselors, and informs employees of management policies and goals.

FACTORS

Factor 1, Knowledge Required

FLD¹ 1-7, 1250 points

- Professional knowledge of the principles of recreation theory, recreation use behavior, philosophy, planning, design, research, interpretation, construction, and management as applied to an outdoor recreation setting.
- Knowledge of BLM policy, procedures, management plans, manuals, and NEPA regulations sufficient to effectively plan and implement a variety of recreation programs in order to achieve program objectives.
- Knowledge of trends in outdoor recreation and the ability to adjust the management of activities and facilities accordingly.
- Knowledge of recreation visitor needs, including the physically challenged, and the ability to plan and manage programs, facilities, etc., to meet those specific needs.
- Knowledge of recreation management, leisure services, and social science as it integrates with natural resource disciplines such as wildlife and fisheries biology, forestry, and soil science, hydrology, landscape architecture, and range management.
- Knowledge of professional land management principles, practices, and concepts sufficient to evaluate the effects of recreation use on other resource areas, and evaluate public land and their potential for recreation activities.
- Knowledge of management and supervisory theories and techniques sufficient to successfully manage the unit's recreation workload and work force.

¹ Factor Level Description

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- Knowledge of planning and administration of recreation developed sites, dispersed recreation areas, and wilderness, sufficient to give direction to and review accomplishments of subordinates.
- Knowledge of visual resource management principles, theories, and techniques, sufficient to manage the Field/District Office's resources to meet established visual quality objectives.

Factor 2, Supervisory Controls

FLD 2-4, 450 points

The supervisor provides a general statement of objectives. The employee and supervisor confer on priorities and deadlines for attaining objectives.

The employee is responsible for scheduling and performing the work independently and coordinating with specialists in varied resource areas. The supervisor is consulted on unusual or new situations where public controversy is likely. The employee keeps the supervisor informed of the current recreation situation.

Completed work is reviewed for general adequacy in meeting program objectives and compliance with established policies, regulations, and the overall work plans.

Factor 3, Guidelines

FLD 3-3, 275 points

Guidelines are primarily DOI/BLM policies, NEPA regulations, land use and resource management plans, and State/District/Field Office objectives.

The employee must use resourcefulness and judgment in adapting or extending guidelines for situations not specifically covered; e.g., the effects of often conflicting recreational needs of the various publics on the administration of the resource or unusual local environmental considerations.

Factor 4, Complexity

FLD 4-4, 225 points

Typically, the employee deals with diverse technical, administrative, and natural resources management situations. The employee independently identifies information needed to solve conventional, complex problems and selects techniques for carrying out assignments. The employee chooses from among several alternative approaches to problems, and modifies standardized guides and criteria. The employee relies on a good understanding of the management and ecological interrelationships of recreation oriented resources, and the impact of internal decisions on the community and interested publics in program planning and project implementation.

The work situation is characteristically one where the employee prepares long-range plans and provides direction to the overall recreation program. Assignments and responsibilities include development, implementation, and administration of plans for a broad range of recreation management functions including developed sites, dispersed areas, trails, wilderness, and recreation special use management.

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The employee provides solutions to complex problems by considering the effects of recreation plans on other resources, the rationale of competing interest groups, and modification of existing practices and procedures.

Recreation users on the unit are numerous and diverse, leading to conflicts between users which may require innovative and nontraditional solutions.

Factor 5, Scope and Effect

FLD 5-3, 150 points

The purpose of the work is to provide a variety of well-managed recreational opportunities for visitors. The enjoyment of the area by public land users, and their perception of the BLM, hinges on the ability to provide these recreational opportunities while protecting the environment.

The work has a significant effect on the area economy, which relies heavily on the tourist industry generated by the recreation opportunities on public lands.

Factor 6, Personal Contacts & Factor 7, Purpose of Contacts

FLD 3-B, 110 points

Contacts are generally with other BLM employees; state, county and local governmental agencies; special interest groups; special use permittees; organized recreation groups; and other professionals and technicians engaged in related fields.

Contacts are made to ensure completion of objectives, to resolve conflicts between recreation users and the BLM, to exchange information and coordinate planning with other concerned agencies, to provide information to the public on frequently controversial issues, and to solicit public involvement in planning. Persuasion may be necessary to obtain agreement both within the BLM and with the public concerning controversial issues.

Factor 8, Physical Demands

FLD 8-2, 20 points

Some physical activity is required while making on-the-ground inspections of ongoing operations, including walking and climbing over rough, steep terrain. Depending on the area and work priorities, the incumbent may be required to ride a mountain bike, raft, crawl around in a cave, etc. During such occasions physical activity would be required using various forms of travel with exposure to mild, moderate or extreme terrain/conditions.

Factor 9, Work Environment

FLD 9-2, 20 points

Work is performed in an office and field environment. Fieldwork hazards include risk of injury from falls, strains, striking against brush and overhanging branches, bites and stings. Work includes occasional exposure to inclement weather such as rain, cold and heat.