

U.S. DEPARTMENT OF HEALTH AND HUMAN SERVICES
Phoenix Area Indian Health Service
Southwest Region – Office of Human Resources
Two Renaissance Square, 40 North Central Avenue, Suite 510, Phoenix, AZ 85004-4424

Preference in filling vacancies is given to qualified Native American Indian Candidates or Alaska Natives in accordance with the INDIAN PREFERENCE ACT, TITLE 25, US CODE, SECTION 472 & 473. In other than the above, the Indian Health Service is an Equal Opportunity Employer.

ANNOUNCEMENT NUMBER: PXIHS-09-05-OC	OPENING DATE: 01/01/2009	CLOSING DATE: 12/31/2009
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POSITION TITLE/SERIES/GRADE: Environmental Engineer, GS-0819-07/09/11/12
STARTING SALARY: GS-07: \$43,521 - \$53,565 per annum
GS-09: \$53,234 - \$65,519 per annum
GS-11: \$56,411 - \$73,329 per annum
GS-12: \$67,613 - \$89,893 per annum

PROMOTION POTENTIAL: GS-09/11/12
SUPERVISORY/MANAGERIAL: No
RELOCATION EXPENSES: The Indian Health Service may or may not pay or assume liability for personal travel, moving expenses, or other relocation costs incurred in accepting employment. To be determined on a case-by-case basis.

APPOINTMENT/WORK SCHEDULE: Positions may be filled as permanent, term, or temporary, with a full-time, part-time, rotational, or intermittent schedule. Positions to be filled as vacancies occur.

AREA OF CONSIDERATION: All Sources
DUTY LOCATIONS: **Nevada District** (Reno-Sparks or Elko, NV and Roosevelt, UT)
Eastern Arizona (Pinetop, San Carlos, Polacca, Whiteriver)
Western Arizona District (Kingman, Parker, Peach Springs, Phoenix, Sacaton, Yuma)

JOB DESCRIPTION: Incumbent works on all phases of projects pertaining to improving the environmental conditions under which American Indians live. Projects include the provision of water supply, wastewater, and solid waste facilities for individual homes and communities. Will plan, design, and provide construction management associated with provision of community and individual water supplies, waste water, and solid waste facilities. Determines system requirements and capacity, reviews literature, and suggests design alternatives. Prepares cost estimates at the planning and design stage to develop project budgets and cost controls. Oversees the construction inspection of sanitation facilities projects including quality control and measurement of qualities installed. Performs land surveys for rights-of-way and easements and construction surveys to establish line and grade for various sanitary facilities. Investigates, conducts, and writes technical reports for the tribes regarding related environmental engineering activities. Work is performed in an office setting with frequent visits to the field to obtain data and inspect sites; may require walking, bending, climbing.

WHO MAY APPLY: All Sources. Federal employment status is not required. U.S. citizenship is required.

- Excepted Service Examining Plan Candidates (ESEP) – Individuals entitled to Indian Preference who wish to be considered for excepted appointment in IHS, under authority of 5 CFR, Part 213, Schedule A 213.3116(B)(8).
- Merit Promotion Plan Candidates (MPP) – Current permanent competitive Federal status employees, reinstatement eligible, and current IHS Indian Preference individuals and/or individuals who are eligible for excepted appointment in IHS under some other authority (e.g., handicapped authority, etc).
- PHS Commissioned Corps Officers – Current active or inactive Commissioned Officers may apply.
- Veteran’s Preference - Preference eligible veterans who have been separated from the armed forces under honorable conditions after 3 years or more of continuous active service may apply.
- Non-status Candidates – Applications will also be accepted from non-status candidates (individuals who have never been employed by the federal government) and individuals eligible for non-competitive appointments (e.g., applicants eligible for appointment under the Veterans Readjustment Act, the severely handicapped, those with a 30 or more compensable service connected disability).

Indian Preference applicants must indicate on their applications whether they are applying under the MPP, ESEP, or both. If not indicated, they will be considered under the MPP.

Qualified disabled applicants (Rehabilitation Act of 1973) and disabled veterans with 30% or more disability are encouraged to apply. Reasonable accommodations will be made for qualified applicants with disabilities, except when doing so would impose undue hardship on the Indian Health Service.

CONDITIONS OF EMPLOYMENT:

1. Selectee(s) are required to be immunized against Measles and Rubella and provide documentation prior to or at the time of their start date. Special consideration may be allowed to individuals who are allergic to a component of the vaccine or are currently pregnant. Selectee must have documented immunity to Rubella and Measles.
2. Selectee(s) are required to complete Security questionnaire and fingerprint chart for investigative purposes under PL 101-630 Indian Child Protection and Family Violence Prevention Act. Persons, who have been arrested for or charged with a crime involving a child, or violent crime against a person, are not eligible for employment with IHS under PL 101-630.
3. Selectee(s) are required to complete a "Declaration of Federal Employment – Optional Form 306" to determine your suitability for Federal Employment, and to certify the accuracy of all the information in your application. Persons making false statements in any part of the application may not be hired; or fired after employment starts; or may be fined.
4. Males born after December 31, 1959 are required to be registered with the Selective Service System in order to be eligible for employment with the Federal Government.
5. Selectee(s) are required to have a viable bank account at a financial institution for electronic direct deposit of salary payment.
6. Some service units operate under extended service hours 7 days per week.
7. The incumbent will be required to travel and must possess a valid driver's license.

BASIC QUALIFICATION REQUIREMENTS:

- A. Degree:** Professional engineering. To be acceptable, the curriculum must:
- (1) Be in a school of engineering with at least on curriculum accredited by the Accreditation Board for Engineering and Technology (ABET) as a professional engineering curriculum; **or** (2) Include differential and integral calculus and courses (more advanced than first-year physics and chemistry) in five of the following seven areas of engineering science or physics: (a) statics, dynamics; (b) strength of materials (stress-strain relationships); (c) fluid mechanics, hydraulics; (d) thermodynamics; (e) electrical fields and circuits; (f) nature and properties of materials (relating particle and aggregate structure to properties); and (g) any other comparable area of fundamental engineering science or physics, such as optics, heat transfer, soil mechanics, or electronics. A full 4-year course of study that meets all the requirements for a bachelor's degree, and that included or was supplemented by at least 30 semester hours in a science or any combination of sciences directly related to environmental health (such as sanitary science, public health, chemistry, microbiology, or any appropriate agricultural, biological, or physical science).
- OR**
- B. Combination of education and experience** – College-level education, training, and/or technical experience that furnished (1) A thorough knowledge of the physical and mathematical sciences underlying professional engineering, and (2) a good understanding, both theoretical and practical, of the engineering sciences and techniques and their applications to one of the branches of engineering. The adequacy of such background must be demonstrated by one of the following:
1. **Professional registration:** Current registration as a professional engineer by any State, the District of Columbia Guam, or Puerto Rico.
 2. **Written Test:** Evidence of having successfully passed the Engineer-in-Training (EIT) examination, or the written test required for professional registration, which is administered by the Boards of Engineering Examiners in the various States, the District of Columbia, Puerto Rico, and Guam.
 3. **Specified academic courses:** Successful completion of at least 60 semester hours of courses in the physical, mathematical, and engineering sciences and in engineering that included the courses specified in the basic requirements. The courses must be fully acceptable toward meeting the requirements of a professional engineering curriculum as described in paragraph A.
 4. **Related curriculum:** Successful completion of a curriculum leading to a bachelor's degree in engineering technology or in an appropriate professional field, e.g., physics, chemistry, architecture, computer science, mathematics, hydrology, or geology, may be accepted in lieu of a degree in engineering, provided the applicant has had at least 1 year of professional engineering experience acquired under professional engineering supervision and guidance.

ADDITIONAL EXPERIENCE AND EDUCATION REQUIREMENTS FOR GRADES GS-7 AND ABOVE:

In addition to meeting the basic entry qualification requirements, applicants must have specialized experience and/or directly related education in the amounts show in the table below.

GRADE	EDUCATION	OR	SPECIALIZED EXPERIENCE
GS-7	1 year of graduate-level education or superior academic achievement.		1 year equivalent to at least GS-05
GS-9	2 years of progressively higher level graduate education leading to a master's degree or master's or equivalent graduate degree.		1 year equivalent to at least GS-07
GS-11	3 years of progressively higher level graduate education leading to a Ph.D. degree or Ph.D. or equivalent doctoral degree.		1 year equivalent to at least GS-09
GS-12	None, the work is recognized as sufficiently specialized that graduate study alone will not provide the knowledge and skills needed to perform the work.		1 year equivalent to at least GS-11

NOTE: Education and experience may be combined for all grade levels for which both education and experience are acceptable.

Specialized Experience: The professional engineering experience required is defined as non-routine engineering work that required and was characterized by (1) professional knowledge of engineering; (2) professional ability to apply such knowledge to engineering problems; and (3) positive and continuing development of professional knowledge and ability. Examples: Planning, designing, constructing, modifying, or improving, and maintaining facilities; operating environmental engineering facilities or programs such as domestic waste treatment plants or water works; investigating, measuring, and evaluating environmental conditions; investigating and studying physical phenomena to develop programs and methods to prevent, abate, or control pollution of the environment.

Education: Qualifying education related to environmental health include study in such fields as sanitary science, public health, chemistry, microbiology, or agriculture, biological, or physical sciences appropriate to the position to be filled. A) Regardless of the field of undergraduate study, completion of the requirements for a master's or higher degree in engineering may be fully qualifying for the grade indicated; B) With a bachelor's degree in engineering, graduate education in a related field may be acceptable in lieu of graduate study in engineering for appropriate types of positions.

PRIORITY CONSIDERATION: Will be given to applicants who possess professional, current registration as a professional engineer by any State, the District of Columbia, Guam, or Puerto Rico. Must provide copy of registration.

TIME IN GRADE: Candidates must have completed at least one year of service in a position no more than one grade lower than the position to be filled. (If selected under the Excepted Service Examining Plan, such individuals may be appointed under Schedule A authority without regard to Time-In-Grade requirements.)

LEGAL AND REGULATORY REQUIREMENTS: Candidates must meet time-after competitive appointment, time-in-grade, and qualification requirements within 30 calendar days after the closing date of the vacancy announcement.

METHODS OF EVALUATION: Evaluation is made on the basis of appropriate education, experience, performance appraisals, training, self-development, outside activities and special awards. Experience related to tribal involvement and to Indian community projects will also be evaluated. Applicants will also be evaluated on the following ranking factors, i.e., Knowledge, Skills, and Abilities (KSA's).

SUPPLEMENTAL QUESTIONNAIRE on KNOWLEDGE, SKILLS, AND ABILITIES (KSA): On a separate sheet of paper, discuss how you performed (or have potential to develop) the particular knowledge, skill, or abilities listed below. (Failure to submit written responses as part of your application may result in an ineligible rating.)

KSA's Environmental Engineer GS-0819-07/09

1. Knowledge of environmental engineering concepts, principles, and practices applicable to the full range of engineering duties concerned with the design, etc.
2. Ability to establish and maintain effective working relationships with differing groups and individuals.

KSA's Environmental Engineer GS-0819-11/12

1. Knowledge of the operation and maintenance problems peculiar to small water supply and waste Disposal facilities, comprehensive specifications, technical manuals, etc.
2. Knowledge of construction engineering concepts and practices applicable to sanitation facilities, Construction such as:
a. Surveying b. Soils c. Materials d. Inspection
3. Ability to analyze and evaluate environmental engineering data.
4. Ability to communicate technical information effectively verbally and in writing.

HOW TO APPLY/REQUIRED FORMS (Incomplete applications will not be considered): We may hire at any of the grades or locations shown in this announcement. You are encouraged to indicate which grade level(s), salary, or location for which you wish to be considered.

1. Applicants may use one of the following to apply: (1) OF-612 Optional Application for Federal Employment, **or** (2) Resume (see requirements in **Attachment A**).
2. If claiming Indian Preference, BIA 4432 "Verification of Indian Preference for Employment in BIA and IHS".
3. If claiming Veteran's Preference, copy of DD-214 Form, and SF-15 if claiming 10 point Veteran's Preference.
4. Copy of latest Personnel Action (SF-50), if a current or former employee, and/or if requesting Reinstatement Eligibility.
5. Copies of official college transcripts.
6. Priority consideration documentation, if eligible.
7. Completed PL 101-630 Questionnaire – (Indian Child Care Form - attached).
8. Written Responses to the Knowledge, Skills, and Abilities (KSA). **OPTIONAL** ~ failure to submit may result in an ineligible rating or substantially lower score.
9. **Commissioned Corps Applicants must submit the following:** (1) Curriculum Vitae, (2) PL 101-630 Questionnaire, (3) latest COER, and (4) current Billet Description, (5) Copy of Professional Engineer registration, if eligible, (6) BIA FORM 4432 if claiming Indian Preference, and (7) Written responses to the Knowledge, Skills and Abilities (KSA), optional.

Application and required forms must be identified by this announcement number and submitted to the address below:

**ATTN: PXIHS-09-05-OC
Phoenix Area Indian Health Service
Two Renaissance Square
40 North Central Avenue, Suite 510
Phoenix, AZ 85004**

Phone: (602) 364-5219
Fax: (602) 364-5176

Facsimile is acceptable – this office is not responsible for incomplete transmissions. You should duplicate and retain copies, since requests for copies will not be honored. Additional information regarding Federal job opening can be obtained at www.opm.gov, or at USAJOBS www.usajobs.gov or check the IHS Website at www.ihs.gov. All documents are subject to the provision of the Privacy Act (PL 93-579) and become the property of Department of Health and Human Services (DHHS) and subject to retention by this office.

Your application will be included in the inventory of candidates established for consideration for current job vacancies. You will be considered for those vacancies that match your desired geographic location and other job preferences. Additional selections of candidates may be possible within 90 days from the date the certificate of eligible is issued for this announcement for filing additional or similar positions.

Human Resource Specialist: (Call 602-364-5219 to contact a Human Resources Specialist.) Date: 01/01/2009

IHS-OPERATED PROPERTIES ARE "TOBACCO FREE."

ATTACHMENT A

Resume Requirements - Your resume or other application format must contain the following information to allow for qualification determination.

- Identify your application/resume by the announcement number, title and grade(s)
- Full Name (first, middle, last ~ include other names used, i.e., maiden name)
- Mailing Address
- Phone Number you can be reached at.
- Email Address (if applicable)
- Social Security Number
- Country of citizenship
- Education: list high school and colleges attended, type of degree (list major) received, date of degrees conferred, and city and state of school.
- Work Experience: (include non-paid work as well as paid)
 - Job Title (if Federal employment, indicate series and grade)
 - Duties and Accomplishments
 - Employer's name and Accomplishments
 - Employer's name and phone number
 - Starting and ending dates of employment (month/year)
 - Hours of work per week
 - Salary
 - Indicate if you do not want us to contact your current supervisor
(If not specified, it will be assumed that we may do so)
- List job related training (title, year obtained, hours of training)
- Honors or awards received
- License or certificates obtained (submit with application)
- Special accomplishments (i.e., publications, memberships, leadership and community recognition, etc).

Indicate if you do not want your current supervisor contacted for reference purposes.

ATTACHMENT B

1. You may be eligible for special selection priority consideration under the Career Transition Assistant Program (CTAP) if you are a current career or career-conditional (tenure group I or II) employee of the DHHS Agency at the GS-15 grade level or below or equivalent, and who has received a specific RIF separation notice or a Certificate of Expected Separation indication your job is surplus, or notice of removal for declining a directed reassignment or transfer of function outside the local commuting area. To qualify for special selection priority consideration under CTAP you MUST also meet the criteria shown in paragraph 3 below.
2. You may be eligible for special selection priority consideration under the Interagency Career Transition Assistance Program (ICTAP) if you are a current or former career-conditional (tenure group I or II) employee of any agency in the competitive service at the GS-15 grade level or below or equivalent, who has received a specific RIF separation notice or a notice of proposed removal for declining a directed reassignment or transfer of function outside the local commuting area. You may also be eligible if you were separated because of a compensable injury and your compensation has been terminated; or you retired with a disability and your disability annuity has been or is being terminated; or you were in receipt of a RIF separation notice and retired on the effective date of the RIF or under discontinued service; or you are a former Military Reserve Technician or National Guard Technician who is receiving a special disability retirement annuity from OPM. To qualify for special selection priority consideration under ICTAP you MUST also meet the criteria shown in paragraph 3 below.
3. To qualify for special selection priority consideration under CTAP or ICTAP for this vacancy, you MUST also meet ALL of the following:
 - (a) Have a current or last performance rating of record of at least fully successful or equivalent. A copy MUST be submitted with your application package. (Note: this requirement does not apply to candidates who are eligible due to compensable injury or disability retirement).
 - (b) Be applying for a position at or below the grade level from which you will be, or have been separated, and which does not have a greater promotion potential than the position from which you will be, or have been separated.
 - (c) Occupy or be displaced from a position in the same local commuting area of the position for which you are requesting priority consideration.
 - (d) File your application by the vacancy announcement closing date and meet all the applicable criteria. Your application MUST include ALL documents that support your claim of eligibility for priority consideration – RIF separation notice, or notice of proposed removal for declining a directed reassignment or transfer of function to another commuting area; SF-50 Notification of Personnel Action, showing that they were separated as a result of RIF, or declining a transfer of function or directed reassignment to another area; official certification from an agency stating that it cannot place an individual whose injury compensation has been or is being terminated; or official notification from the Military Department or National Guard Bureau that the employee has retired under 5 USC 8337(h) Or 8456.
 - (e) Be rated “well qualified” for this position. A numerical rating of 85 is considered to be well qualified for this position.

Addendum to Declaration for Federal Employment (OF 306)
Indian Health Service
Child Care & Indian Child Care Worker Positions

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Item 15a. Agency Specific Questions

Name: _____ **Social Security Number:** _____
(Please print)

Job Title of Announcement: Environmental Engineer **Announcement Number:** PXIHS-09-05-OC

Section 231 of the Crime Control Act of 1990, Public Law 101-647, requires that employment applications for Federal Child care positions contain a question asking whether the individual has ever been arrested for or charged with a crime involving a child and for the disposition of the arrest or charge.

Section 408 of the Miscellaneous Indian Legislation, Public Law 101-630, requires a criminal record check for positions in the Department of Health and Human Services that involve regular contact with or control over Indian Children. The agency must ensure that persons hired for these positions have not been found guilty of or pleaded nolo contendere to violent crimes.

To assure compliance with the above laws, the following questions are added to the Declaration for Federal Employment.

1) Have you ever been arrested for or charged with a crime involving a child? YES _____ NO _____

[If YES, provide date, explanation of the violation, disposition of the arrest or charge, place of occurrence, and the name and address of the police department or current court involved.]

2) Have you ever been found guilty of, or entered in a plea of nolo contendere (no contest) or guilty to, any felonious or misdemeanor offense under Federal, State, or Tribal law involving crimes of violence, sexual assault, molestation, contact or prostitution, or crimes against persons? YES _____ NO _____

[If YES, provide date, explanation of the violence, description of the arrest or charge, place of occurrence, and the name and address of the police department or court involved.]

I certify that (1) my response to these questions is made under penalty of perjury, which is punishable by fines of up to \$2,000 or 5 years imprisonment, or both; and (2) I have received notice that a criminal check will be conducted. I understand my right to obtain a copy of any criminal history report made available to the Indian Health Service and my right to challenge the accuracy and completeness of any information contained in the report.

Applicant's Signature (sign in ink)

Date

Public Burden Statement: In accordance with Paperwork Reduction Act (5 CFR 1320.8 (b)(3), a Federal agency may not conduct or sponsor, and a person is not required to respond to, a collection of information unless it displays a currently valid OMB control number. Respondents must be informed (on the reporting instrument, in instructions, or in a cover letter) the reasons for which the information will be collected; the way the information will be used to further the proper performance of the functions of the agency; whether responses to the collection of the information are voluntary, required to obtain a benefit (citing authority), or mandatory (citing authority); and the nature and extent of confidentiality to be provided, if any (citing authority). Public reporting burden for this collection of information is estimated to average 15 minutes per response, including time for reviewing instructions, searching existing data sources, gathering and maintaining the necessary data, and completing and reviewing the collection information. Send comments regarding the burden estimate or any other aspect of this collection of information to the IHS PRA Information Collection Clearance Staff, 12300 Twinbrook Parkway, Suite 450, Rockville, MD 20852. **Please do not send completed data collection instruments to this address.**