You will have an opportunity to apply classroom theories, principles and concepts to real-world situations by working 11 consecutive weeks full-time (beginning on or about May 27th) on a project that is rigorous in nature.

You may be eligible for a permanent position that is related to your college field of study in the U.S. Fish and Wildlife Service (USFWS).

You will have an opportunity to network and develop relationships with USFWS program officials and staff.

The Mission: The U.S. Fish & Wildlife Service (USFWS) is working with others to conserve, protect and enhance fish, wildlife, plants and their habitats for the continuing benefit of the American people.

Available Fellowship Opportunities: USFWS is providing over 40 Fellowships throughout the nation, most of which are in biological science/natural resource management or related fields. College undergraduate-rising senior and graduate college students who are enrolled or accepted for enrollment in an accredited college or university may apply.

For complete information on each of the Fellowship opportunities including “How to Apply,” visit the following website:

http://www.fws.gov/workforwildlife/dfp.html
Project Number: DFP14R2ECO01  
Region 2: Colcord, Oklahoma  
Education Level/Major: Enrolled Graduate student (recently accepted) or Graduate student who has completed 1st year of Graduate school. Desired majors include Wildlife Biology/Ecology, Fish and Wildlife Mgmt, Environmental Conservation, zoology, or similar field.  
Desired Skills/Experience: Familiarity with species management or taxonomic skills will be beneficial. Experience collecting or analyzing species occurrence data using digital platforms such as eBird, iNaturalist, or eMammals is ideal.  
Accommodations: Housing will be provided.  
Project Description: As a Fellow for the US Fish & Wildlife Service (USFWS), the student will be working in the laboratory at the Bubbling Ponds Native Fish Conservation Facility in North Carolina, NC. The Fellow will study the swimming performance and metabolic rates of endangered juvenile humpback chub in relation to sudden temperature changes that they may experience in the wild. Using a custom-built metabolic flow chamber, the Fellow will determine the metabolic rate of humpback chub at a variety of temperatures and water velocities that span the wide range of temperatures that humpback encounter at the Lower Colorado River/Colorado River confluence. The Fellow will conduct short-term pilot experiments with surrogate fish and use the findings to modify and finalize a study plan. The Fellow will setup, conduct, and problem-solve replicate experiments independently with minimal oversight. The Fellow will conduct similar experiments to determine the metabolic rates and swimming performance of three other federally listed chub species. In conducting the lab study, the Fellow will be working with endangered Southwestern native fish biologists from the USFWS, Arizona Game and Fish Department, and US Geological Survey. With their assistance, the Fellow will be responsible for producing a technical report, presenting the findings at appropriate scientific meetings, with eventual publication in an appropriate peer-reviewed journal. The Fellow will also assist with general endangered fish culture and maintenance operations at the Bubbling Ponds Native Fish Conservation Facility as needed.
US Fish and Wildlife Service/ Directorate Resource Assistant Fellowship Program

Project Number: DFP14R2REF03  
Region 2: Socorro, New Mexico  
Education Level/Major: Undergrad (Rising Senior) or Enrolled Graduate student (recently accepted). Desired majors include Ecology, Natural Resource Mgmt., Wildlife Biology, Forestry, or similar field.  
Desired Skills/Experience: Ability to work in harsh field conditions independently, general knowledge of and ability to identify wetland plants, and strong analytical skill set is preferred.  
Accommodations: Housing will be provided.  
Project Description: Working at Bosque del Apache National Wildlife Refuge (NWR), in San Antonio, NM in the Middle Rio Grande Valley, the Fellow will evaluate moist-soil managed wetlands that provide suitable wetland wildlife habitat for migratory birds and other wetland dependent wildlife, investigating temporal vegetation change, seed production, and seed bank dynamics. The Fellow will investigate moist-soil managed wetland seed bank dynamics and potential both in situ and during greenhouse germination trials; calculate seed production of important waterfowl food species found in moist-soil managed wetlands; quantify seasonal vegetative community structure and development within moist-soil managed wetlands; and refine duck use-days calculations of moist-soil managed wetlands. The Fellow will be responsible for all data collection, analysis, and coordination with refuge staff as well as other partners to be determined. The Fellow will be responsible for the production of a technical report that land managers will use as a reference for wetland management in the arid Southwest, as well as presenting findings during one, yet to be determined, professional meeting. This research will provide public and private landowners important strategies for improving conservation and management plans for managed wetlands regionally, but will also have important and valuable implications throughout the country.

Project Number: DFP14R2ECO04  
Region 2: Houston, Texas  
Education Level/Major: Enrolled Graduate student (recently accepted) or Graduate student who has completed 1st year of Graduate school. Desired major includes Fish and Wildlife Biology, Aquatic Biology, Biostatistics, or similar field.  
Desired Skills/Experience: Experience in data analysis and statistics, and high level of proficiency with Microsoft Excel, is needed. Experience with Arc GIS 10 and Microsoft Access will be beneficial. Student should be able to function independently and exhibit excellent written communication skills, in addition to having some experience conducting systematic surveys. Student is required to know how to swim and be certified in CPR/first aid training. Must be physically capable of working out in the field on uneven terrain, hauling heavy equipment, hiking/paddling long distances, and in inclement weather.  
Accommodations: Housing will not be provided.  
Project Description: The student will be working in the Coastal Ecological Service Office in Houston, Texas and on the Lower Colorado River near Garwood, Colorado County, Texas, conducting population and habitat monitoring for three Candidate freshwater mussels that are currently threatened by ongoing drought and water diversions. The Fellow will carry out systematic surveys of mussels and record habitat and water parameters, as well as land use adjacent to river with a senior biologist(s). The Fellow will receive extensive training by senior biologist on Texas freshwater mussels both in field and laboratory setting. The Fellow will be required to take field notes and write weekly progress reports of work performed. Field-work will be conducted with a variety of stakeholders, including private landowners, Lower Colorado River Authority, Texas Parks and Wildlife Department, USFWS (staff), and academic researchers. The Fellow will become familiar with a wide variety of Federal and State conservation regulations. At completion of the project, the Fellow will present findings in a final report, which will then be used to continue long-term monitoring efforts. In addition, the Fellow will be asked to attend and present findings at the August 2014 Texas Freshwater Mussel Group Workshop and Symposium.
Project Number: DFP14R2ECO05  
Region 2: Tulsa, Oklahoma  
Education Level/Major: Enrolled Graduate student (recently accepted). Desired majors include Wildlife and Fish Biology/Ecology, Biostatistics, or similar field.  
Desired Skills/Experience: Experience in data analysis and statistics, high level of proficiency with Microsoft Excel is needed. Experience with ArcGIS 10 and Microsoft Access will be beneficial. Student should be able to function independently and exhibit excellent written communication skills.  
Accommodations: Housing will not be provided.  
Project Description: Working at the US Fish & Wildlife Service (USFWS) Oklahoma Ecological Services Office in Tulsa, OK, the Fellow will compile existing survey and habitat data and conduct further data analysis for two endangered stream fish, the Leopard Darter and Arkansas River Shiner. The written reports will include a description of the survey methods, mapped site information, and distribution and abundance data, as well as an analysis of water quality data and other fish habitat parameters. The Fellow will help make this data available as an online publication on the Tulsa Field Office website to better inform USFWS partners on the recovery status of the two endangered species. The project’s final reports could lead to a journal publication with the Fellow serving as junior author.

Project Number: DF14R2REF06  
Region 2: Socorro, New Mexico  
Education Level/Major: Undergrad (Rising Senior). Desired majors include natural resources degree, ideally in wildlife science/mgmt, or similar field.  
Desired Skills/Experience: Coursework or experience that includes mammalogy, wildlife field techniques, animal handling and basic statistics is preferred.  
Accommodations: Housing will be provided.  
Project Description: The US Fish & Wildlife Service (USFWS) Sevilleta National Wildlife Refuge (NWR) located north of Socorro, NM is one of the largest National Wildlife Refuges in the lower 48 states. Gunnison’s prairie dogs were reintroduced to Sevilleta NWR starting in 2005. The Fellow’s project will investigate the impacts that the prairie dog reintroduction has had on the grassland ecosystem. The Fellow will coordinate and work with USFWS and University of New Mexico researchers to determine the relationship between the reintroduced prairie dog populations and small mammal populations in the grassland ecosystem. Monitoring small mammal populations will be conducted by the Fellow in order to ascertain if species richness, diversity, and density vary on prairie dog colonized areas compared to non-introduction control sites. The Fellow will be responsible to develop survey areas and create a monitoring and trapping protocol on treatment plots and control study plots. The Fellow will also assist with Refuge management activities that directly affect the proposed project including relocating prairie dogs and monitoring prairie dog populations on the treatment plots. The Fellow will coordinate and be the field point of contact with nonprofit organizations such as the Prairie Dog Pals, New Mexico Game and Fish, summer seasonals and volunteers throughout the summer. The Fellow will participate in the National Science Foundation funded Sevilleta LTER Research Experience for Undergraduates program at the on-site University of New Mexico Sevilleta Field Station. At the end of the monitoring period, the Fellow will create a report that will be presented to senior USFWS leadership, New Mexico Department of Game and Fish, and the University of New Mexico.
REQUIRED DOCUMENTS FOR APPLICATION PACKAGE:

1) A resume that includes the following information:
   b. Contact Information (e.g. mobile, home and/or work numbers)
   c. Email Address
   d. College and/or Universities attended (include city, state and zip code)
   e. List all employment permanent, seasonal, summer, internships and volunteer jobs you’ve held over the past 5 years starting with the most recent (include position title, description of duties/responsibilities, name of employer, the dates of employment and hours worked weekly/monthly, etc.)
   f. List any awards, scholarships or special recognition you have received and the dates on which they occurred.
   g. Describe any non-course related applicable experience (e.g., research or field).
   h. List any special skills relevant to the Fellowship you are applying for (e.g. computer, communications, leadership, using applicable equipment, etc.)
   i. Indicate the project number applying for at the top of your resume and, if applicable, in the subject line of your submission email.

2) A copy of your most recent unofficial transcript from your college/university. This document must include your college/university name, cumulative GPA, total credits, and degree major.

3) Proof of current enrollment at an accredited academic institution must be submitted by all successful candidates. This information may be submitted after the application deadline date.

INSTRUCTIONS ON HOW TO APPLY:

Application materials must be received by the closing date of Wednesday, 12 March 2014.

Applications can be submitted: Electronically to: FWR2@fws.gov
By Fax to: 505-248-6856, or
Hardcopy mailed or hand-delivered to: U.S. Fish and Wildlife Service, Human Resources Attn: Monica Salazar, Room 5222 500 Gold Ave SW Albuquerque, NM, 87102

You must not include your social security number (SSN), date of birth (DOB), your street address or any other personal identification information on your resume.

Redact any personal privacy information (e.g. SSN, DOB and home address) from your unofficial transcript and enrollment verification.

You must indicate on your resume the project number that you are submitting your application package for consideration. This can be found in the project description section of
this announcement. Please annotate it on the top left side of your resume below your name and phone number.

You must submit a separate application package for each project you wish to receive consideration for in USFWS.

You may include a cover letter and no more than two letters of recommendations in your application package. These letters are optional.

**APPLICANT BACKGROUND SURVEY, DI-1935**

Attached is the Department of the Interior’s, Applicant Background Survey, DI-1935. 

**Completing this form is completely voluntary.**

We ask that you complete the form; however, do not complete number 3, Name.

Your voluntary responses are treated in a highly confidential manner. They are not released to the panel rating the applications, to the selecting official, to anyone else who can affect your application, or to the public. Your responses are stored as a tally for the group of all applicants for this vacancy in a manner that cannot be associated with any individual application.

One of the most important questions that assist in improving our recruitment strategies: How did you learn about this position? (Circle up to three codes and complete number 17 to provide a specific contact).

Data summarizing all applicants for a position will be used to determine if we are effectively recruiting from all portions of the country, in conformance with the requirements of Federal law. Only summary data is reported, and only in a format which cannot be broken out by individual applicants. No individual data is ever provided to selecting officials.

**PROGRAM ELIGIBILITY:**

- By May 2014, you must be a rising college senior (either a senior or between junior and senior year), or a college graduate student accepted or enrolled in qualifying degree programs in an accredited college of university recognized by the Department of Education. See each project description for the specific qualifications.
- Successful candidates must be available to complete the entire consecutive 11-week Directorate Resource Assistant Fellowship Program (DFP)
- Degree requirements must not be fulfilled until after the project is completed.
- Proof of current college/university enrollment must be submitted by all successful candidates.
- Cumulative Grade Point Average of 3.0 or higher.
- Successful candidates will be subject to completion of a favorable Personnel Background Investigation initiated by USFWS

**EVALUATION AND SELECTION CRITERIA:**

Your application package (resume and unofficial transcript) will be reviewed by the USFWS Human Resources Offices (HRO) to determine if it meets DFP program requirements. Applications that meet DFP requirements will be forwarded to USFWS program officials for consideration.

**BENEFITS:**

Successful applicants may be eligible to receive a Living Allowance of up to 55 percent of local per diem/day.

The successful 2014 DFP candidates may be eligible for a permanent job with the USFWS
for which they meet all the eligibility requirements including U.S. Citizenship and qualifications upon (1) program certification that they have successfully completed the 11-week USFWS, DFP and (2) successfully completed their degree requirements.

Eligibility for the direct hire appointment will expire two years after the 2014 successful DFP candidates’ complete the requirements for their degree program for which they were enrolled in at the time of selection.

Housing accommodations availability is indicated in the individual description of each project.

DEADLINE FOR RECEIPT OF APPLICATIONS:

Your complete application package, resume and unofficial transcript, and optional letters and forms must be received by Wednesday, 12 March 2014. Incomplete application packages will not receive consideration. Packages, which do not include the specific project number for which you are applying, will be considered to be incomplete.

CONTACT INFORMATION:

If you have additional questions about the Directorate Resource Assistant Fellowship Program (DFP), please contact Sharon Fuller-Barnes 404-307-1559, and reference the DFP.

If you have additional questions about submitting your application materials, please contact Monica Salazar at 505-248-6440, and reference the DFP.
## U.S. DEPARTMENT OF THE INTERIOR
### APPLICANT BACKGROUND SURVEY

#### GENERAL INSTRUCTIONS
In boxes 1 to 3, please print using capital letters only. Read each item thoroughly before circling the appropriate codes in boxes 4 and 5. Enclose this form with your application package or mail it directly to the same address.

#### YOUR PRIVACY IS PROTECTED
This information is needed to determine if our recruitment efforts are reaching all segments of the country, as required by Federal law. This is vital information not available from any other source. We can only get it directly from you.

Your voluntary responses are treated in a highly confidential manner. They are not released to the panel rating the applications, to the selecting official, to anyone else who can affect your application, or to the public.

The only information associated with your name in our computer system is whether you have returned the completed form, so that we may follow up if no response has been received. Your responses are stored as a tally for the group of all applicants for this vacancy in a manner that cannot be associated with any individual application. No information taken from this form is ever placed in a Personnel file or Personnel data base.

Thank you for helping us to provide better service.

#### 1. Vacancy Announcement No.:

#### 2. Position Title:

#### 3. Name (Last, First, MI):

#### 4. How did you learn about this position? (Circle up to three codes).

<table>
<thead>
<tr>
<th>Code</th>
<th>Description</th>
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<tbody>
<tr>
<td>01</td>
<td>Private information service</td>
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<td>02</td>
<td>Magazine</td>
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<td>03</td>
<td>Newspaper</td>
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<td>Poster</td>
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<td>07</td>
<td>Private Employment Office</td>
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<td>08</td>
<td>State Employment Office (Unemployment Office)</td>
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<td>09</td>
<td>Agency Personnel Department (bulletin board or other announcement)</td>
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<td>10</td>
<td>Agency or other Federal government recruitment at school or college</td>
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<td>11</td>
<td>Federal, state, or local Job Information Center</td>
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<td>12</td>
<td>Religious organization</td>
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<td>13</td>
<td>School or college counselor or other official</td>
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<tr>
<td>14</td>
<td>Friend or relative working for this agency</td>
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<td>15</td>
<td>Friend or relative not working for this agency</td>
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<td>16</td>
<td>Internet or World Wide Web</td>
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<td>17</td>
<td>Other (Specify)</td>
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</tbody>
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#### 5. Identify yourself in each category: (Circle the appropriate codes.)

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<th>Category</th>
<th>Code</th>
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<td>Ethnicity:</td>
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<td>D – Hispanic or Latino</td>
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<td>N – Not Hispanic or Latino</td>
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<td>Race (circle one or more)</td>
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<td>A – American Indian or Alaska Native</td>
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<td>B – Asian</td>
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<td>C – Black or African American</td>
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<td>G – Native Hawaiian or Other Pacific Islander</td>
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<td>E – White</td>
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<td>Sex:</td>
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<td>M – Male</td>
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<td>F – Female</td>
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<td>Do you have any physical and/or mental disabilities?</td>
<td>If yes, do you have one or more of the following targeted disabilities? Circle all that are applicable:</td>
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<td>Y - Yes</td>
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<td>Partial/Total Paralysis</td>
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<td>Convulsive Disorder Mental</td>
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<td>Retardation Mental Illness</td>
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<td>Distortion of Limb/Spine</td>
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<td>* The Equal Employment Opportunity Commission targets these disabilities for extra recruitment efforts.</td>
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**PAPERWORK REDUCTION ACT AND PUBLIC BURDEN STATEMENTS**

The Paperwork Reduction Act of 1995 (44 U.S.C. 3501 et. seq.) requires us to inform you that this information is being collected for planning and assessing affirmative employment program initiatives. Response to this request is voluntary. An 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.

The estimated burden of completing this form is 2 minutes per response, including the time for reviewing instructions. Direct comments regarding the burden estimate or any other aspect of this form to the U.S. Department of the Interior, Director, Office of Civil Rights, 1849 C Street, NW, MS-5230, MIB, Washington, DC 20240.

**PRIVACY ACT STATEMENT**

**GENERAL:** This information is provided pursuant to Public Law 93-579 (Privacy Act of 1974), for individuals completing Federal records and forms that solicit personal information.

**AUTHORITY:** Sections 1302, 3301, 3304, and 7201 of Title 5 of the U.S. Code.

**PURPOSE AND ROUTINE USES:** The form will only be seen by DOI Personnel and Equal Employment Opportunity officials. Data summarizing all applicants for a position will be used to determine if we are effectively recruiting from all portions of the country, in conformance with the requirements of Federal law. Only summary data is reported, and only in a format which can not be broken out by individual applicants. No individual data is ever provided to selecting officials.

**EFFECTS OF NONDISCLOSURE:** Providing this information is voluntary. No individual personnel selections are made based on this information.

DI-1935 2015