

**A. Introduction:**

The incumbent is enrolled in the Internship Program of the Pathways Program. This position is designed to serve as a developmental experience and in conjunction with formal education, to provide the incumbent with the knowledge, skills, and/or abilities for employment in a civil service career.

Upon successful program completion and having met all legal and regulatory requirements, the incumbent may be converted to a permanent position or a term position lasting 1-4 years.

**B. Major Duties**

Works in a basic trainee capacity and performs simple tasks in support of research projects involving hydrologic principles. Such duties involve very simple repetitive tests, procedures, routines, or operations which require no previous knowledge or skills in this line of work.

Typical, but not all-inclusive, duties are illustrated by performance of any combination of the following in a laboratory and/or field setting:

Performs routine measurements, simple arithmetic computations, and instrument readings.

Records specified data.

Operates simple test instruments.

Maintains work area and related equipment in a proper and safe manner; maintains supplies; and cleans and organizes equipment and supplies.

**C. Evaluation Factors**

**1. Knowledge Required by the Position (FLD 1-1: 50 pts)**

Ability to use simple laboratory/field equipment and perform simple, repetitive tasks.

Ability to learn basic hydrologic and laboratory terminology.

Ability to remember simple procedures, read simple instructions, and writes legibly.

Ability to learn proper safety procedures and precautions.

**2. Supervisory Controls (FLD 2-1: 25 pts)**

Specific and clear instructions are given on a task-by-task basis by the supervisor.

A higher grade worker is immediately available to answer questions or resolve problems. The employee works in strict adherence to instructions.

All work is closely checked for accuracy, quality, and adherence to instructions while in progress and upon completion.

**3. Guidelines (FLD 3-1: 25 pts)**

Specific detailed guidelines are provided verbally by the supervisor or higher grade employee.

The incumbent strictly adheres to these guidelines without deviation unless authorized.

**4. Complexity (FLD 4-1: 25 pts)**

All assignments are directly related to routine hydrologic tasks that are clear-cut and directly related.

Steps for completing assignments according to written and oral instructions are easily memorized.

There is little or no choice to be made in deciding what needs to be done or the method of accomplishing the tasks.

**5. Scope and Effect (FLD 5-1: 25 pts)**

The work involves the performance of specific routine operations that include a few separate tasks or procedures.

The purpose of this work is to provide a basic support service to others, but has little impact beyond the immediate research unit or location.

**6. Personal Contacts and  
7. Purpose of Contacts (1a: 30 pts)**

Contacts are primarily with other employees within the research location and facilities.

The purpose of contacts is to obtain, clarify, or give facts or information. The facts or information are generally easily understood.

**8. Physical Demands (FLD 8-2: 20 pts)**

Typically, the incumbent performs the work in a laboratory or field setting but occasionally may work in other settings. Work conditions may range from sedentary to primarily physical. Work requires occasional walking, standing,

climbing, crouching, bending, and carrying items ranging from lightweight to moderately heavyweight (less than 50 lbs.). Good eye and hand coordination is necessary to perform satisfactorily.

**9. Work Environment (FLD 9-1: 5 pts)**

The work is performed in a laboratory, shop, field, or other research setting which involves everyday risks or discomforts, requiring normal safety precautions. Indoor areas are adequately lighted, heated and ventilated.

**D. Other Considerations (Check if applicable)**

- Supervisory Responsibilities (EEO Statement)
- Training Activities - Career Intern, Student Career Experience Program
- Motor Vehicle or Commercial Driver's License Required
- Pesticide Applicators License Required
- Safety/Radiological Safety Collateral Duties
- EEO Collateral Duties
- Drug Test Required
- Vaccine(s) Required
- Financial Disclosure Required
- Special Physical Requirements/Demands
- Other:

TOTAL POINTS: 205 points  
(GS-1 Range: 190-250 points)