

**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**

Typical, but not all-inclusive, duties are illustrated by performance of any combination of the following:

Performs a variety of tests that are not completely standardized, using various standard references, guides, and precedents to obtain needed information, and select and adapt methods and procedures.

Sets up, adjusts, and operates laboratory/field equipment, records instrumental readings, uses simple mathematical procedures to convert instrument readings, and evaluate test data.

Conducts, assembles, and installs new equipment, and modifies and repairs experimental or other equipment used in the conduct of research assignments.

Visually examines the test items to determine apparent damage or change; determines the cause of deviations in the test data, e.g., equipment malfunctions, sampling technique, or observation errors; and recognizes and reports errors, inconsistencies, and other deficiencies in the technical data.

Uses appropriate computer software in assembling and tabulating data.

Selects the best method for presenting the data and prepares drafts, drawings, charts, figures and reports illustrating and summarizing results for use by the research scientist in preparation of manuscripts, reports, etc.

Keeps work-site in a neat and orderly manner.

**C. Evaluation Factors**

**1. Knowledge Required by the Position (FLD 1-4: 550 pts)**

Knowledge of and skill in applying basic hydrologic principles to participate in scientific experiments where equipment and methods are being evaluated.

Knowledge of hydrologic processes, methods, and procedures necessary to perform a full range of duties in the area of responsibility.

Knowledge of basic electricity and electronic applications, instrumentation, and programming to the extent necessary for installing data acquisition systems, sensors, and connecting conductors to recording equipment for gathering data.

Skill in the operation of basic equipment common to laboratory and field to perform various tests, and take measurements and readings.

Knowledge of the application of instrumentation used in analyses so that equipment can be modified to accommodate existing sampling and analytical conditions.

Ability to follow assigned protocols, and recognize and report abnormal or unexpected results.

Skill in keeping exact and detailed records of data obtained from experiments.

Ability to operate a personal computer.

Knowledge of safe laboratory procedures.

**2. Supervisory Controls (FLD 2-2: 125 pts)**

The supervisor or higher graded employee makes continuing assignments by initially indicating, orally or through written work orders, the amount of work expected, what is to be done, the location of reference material or work samples, and the nature of the limits applicable to the assignments.

Within established procedures, the incumbent independently executes the task sequences associated with recurring and continuing work and makes adjustments to accommodate needed minor deviations in work methods. Unfamiliar situations or

technical deviations from established practices are referred to the supervisor for guidance or resolution.

The supervisor ensures that tasks completed, data developed, methods used in securing and verifying data, and application of guidelines are technically accurate and in compliance with instructions and established procedures.

**3. Guidelines (FLD 3-2: 125 pts)**

Procedures for doing the work have been established and a number of specific guidelines are applicable.

Incumbent uses judgment in selecting the appropriate guidelines because of the number, similarity, linkage, and overlapping nature of the guides. The guidelines contain criteria to solve the core question or problems contained in the assignments, though the applicability may not be readily apparent, i.e., the guides often require careful study and cross-referencing.

**4. Complexity (FLD 4-2: 75 pts)**

Assignments consist of performing a variety of routine procedural tasks or one or more complex duties related to regular and recurring technical work, operating a variety of pieces of equipment or one or more complex equipment systems commonly associated with the work site, and/or performing a full variety of the standardized technical support and technical duties associated with the work.

Performance of the assignments requires making choices when, for example, executing a number of sequential, related steps or assembling several pieces of equipment. Incumbent exercises independence in recognizing differences, choosing the right course of action, and selecting and executing the proper task sequences for completing the work.

Incumbent deals with facts, e.g., spots readings, which are outside the normal range of tolerance or acceptability, or determines how best to present raw data. Incumbent determines what needs to be done to update or complete records and documents, and initiates action to acquire needed information from others as indicated by situations encountered in the work.

**5. Scope and Effect (FLD 5-2: 75 pts)**

Completed assignments constitute a complete segment of assignments with broader scope, e.g., daily collects data for use by others involved in research.

Work products affect the accuracy, reliability, or acceptability of further procedures, processes, or services, e.g., the ability of the scientist to complete with accuracy a phase of the research process.

**6. Personal Contacts and (2a: 45 pts)  
7. Purpose of Contacts**

Personal contacts are with employees in the agency, inside and outside of the immediate work unit, e.g., personnel from higher-level organizational units, or, occasionally, resource individuals from State and local government units, or other Federal agencies.

The personal contacts are established to exchange information about procedures, schedules, or operating problems; clarify information on records; report on the results of studies; explain the steps involved in operating equipment; explain the reason that work is being performed; or exchange other factual information. The facts or information exchanged may range from easily understood to highly technical.

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

The work requires some physical exertion, such as regular and recurring walking or bending. In many situations, the duration of the activity (such as most of a workday) contributes to the arduous nature of the job. In other situations, there may be special requirements for agility or dexterity such as exceptional hand/eye coordination.

**9. Work Environment (FLD 9-2: 20 pts)**

The work is performed in a laboratory, shop, field, or other research setting which involves regular and recurring moderate risks or discomforts requiring special safety precautions, e.g., working with electronic equipment or working outdoors. The employee is required to use protective clothing such as, boots, goggles, and gloves.

**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

**STUD TR (HYDRO)**  
**GS-1399-05**

**#1399-05 (HYDRO)**

- Safety/Radiological Safety Collateral Duties
- EEO Collateral Duties
- Drug Test Required
- Vaccine(s) Required
- Financial Disclosure Required
- Special Physical Requirements/Demands
- Other:

**TOTAL POINTS: 1,035 points**  
**(GS-5 Range: 855-1,100 points)**

9/17/12