



## Career & Internship Opportunities

The mission of the U.S. Fish & Wildlife Service is to work with others to conserve, protect, and enhance fish, wildlife, plants, and their habitats for continuing benefit of the American people. The following opportunities to engage as an employee, intern, or volunteer help us to achieve that mission.

- **FWS Careers.** [Visit FWS Careers](#) for information about the different careers we have at FWS. [Search the FWS Careers searchable map and database to](#) locate current FWS vacancy opportunities.
- **FWS Internships.** [Search partner intern opportunities](#) to learn about current positions available through FWS partnerships with nongovernmental organizations to provide opportunities for students that can lead to a valuable experience for a future career with FWS.
- **Vacancies for Noncompetitive Candidates.** [FWS posts noncompetitive vacancies](#) for candidates who are qualified and eligible under the following hiring authorities. Candidates must apply by the listed deadline for each position of interest. [Refer to individual position flyers](#) for application requirements. You can review eligibility requirements for each authority:
  - [Veterans Recruitment Appointment \(VRA\)](#)
  - [30% or More Disabled Veteran](#)
  - [Schedule A Hiring Authority for Individuals with a Disability](#)
- **My DOI Career.** FWS is one of the 11 bureaus within the Department of the Interior (DOI). Search the [My DOI Career](#) tool to learn about the types of careers across all of the DOI organizations, to find your career path, and to access other information and career resources. Our DOI Human Capital mobile app is available in the [Apple App Store!](#) Download the app to learn about DOI's important work and to navigate information on a federal career through video vignettes, occupation information, and other resources.

Note: If you have a question about a specific position or internship, please contact the person listed directly in the announcement.



### VACANCY SPOTLIGHTS

#### NON-COMPETITIVE ANNOUNCEMENTS FOR VETERANS & INDIVIDUALS WITH DISABILITIES

- [Administrative Officer, GS-7/9, Anderson, CA- deadline 10/15/23](#)
- [Budget Analyst, GS-7/9, Anchorage, AK \(remote possible\)- deadline 10/15/23](#)
- [Administrative Officer, GS-7/9, San Acacia, NM- deadline 10/15/23](#)
- [Fish & Wildlife Biologist, GS-7/9/11, Reno, NV- deadline 10/15/23](#)
- [Fish & Wildlife Biologist, GS-7/9/11, Negotiable in NV/CA- deadline 10/15/23](#)

#### INTERNSHIPS

- [Maintenance Internship, Locations throughout the US](#)

#### CAREERS ON USAJOBS

- [Biologist, GS-12, Columbia, MO](#)
- [General Biologist, GS-7/9, Fairbanks, AK](#)
- [Administrative Officer, GS-7/9, Basom, NY](#)
- [Fish & Wildlife Administrator \(Fish & Aquatic Conservation\), GS-15, Lakewood, CO](#)



2023 Sea Grant Knauss Fellow Sophia Troeh prepares to sort rainbow trout for spawning at White Sulphur Springs National Fish Hatchery in WV. Credit: USFWS

### Reasonable Accommodation Policy Statement

Hiring officials shall make reasonable workplace accommodations for a qualified applicant or employee with a disability, if requested, unless so doing will result in undue hardship to the agency. Contact the listed person directly to request an accommodation.



The newly-formed Guiding Coalition is charged with developing an action plan that brings the Service's varied intentional and related

- [Fish & Wildlife Administrator \(Ecological Services\), GS-15, Lakewood, CO](#)

### FEDERAL APPLICATION TIPS TERM, TEMPORARY, AND SEASONAL POSITIONS

The U.S. Fish & Wildlife Service frequently hires term, temporary, and seasonal employees in addition to our permanent employees. The differences among these appointment types can be subtle and may have benefits that differ from permanent employees:

- Term. Appointments are time limited for at least one year but not to exceed four years.
- Temporary. Appointments are time limited not to exceed one year, but could be less. This can include seasonal employees, which typically cannot exceed 1,040 hours per calendar year and can be re-hired noncompetitively in subsequent calendar years as long as the candidate did not exceed 1,040 hours with the agency during the calendar year.

None of these hiring statuses confer [competitive or permanent status](#). [Explore health benefits](#) for term or temporary employees. [Read more on accruing sick and annual leave](#) for temporary employees. \_

- [Read more on Appointment Types.](#)

transformation efforts together. The 53-member Guiding Coalition is a peer- and self-nominated, energetic, and forwarding-thinking employee group who represent several dozen field stations, every Region, and Headquarters offices. What makes the Coalition unique amongst most national teams is that more than one-third of the participants are between GS-5 and 11 grades, and more than one-third have been with the Service less than five years.

By a process of listening, thinking, sharing, and writing, Guiding Coalition members have honed down to the following, top five, Vision themes:

1. Support interconnected diversity of wildlife, habitat, and people
2. Inclusive, community-based conservation approach
3. Representative, welcoming agency that emphasizes employee well-being
4. Collaborative, trusted conservation partner
5. Tribal trust responsibilities, commitments, and relationships

The outcome of this process will set the path for finalizing an updated Vision statement for the Service followed by our next phase of work to draft an action plan to implement that vision.



## Connect with FWS

Please share this message with other potential candidates and professional representatives who may have an interest in FWS opportunities. If you were forwarded this message and would like to be added to our contact list to receive future updates from FWS, [sign up here](#). Good luck in your career endeavors.

Office of Diversity & Inclusive Workforce Management  
[connect@fws.gov](mailto:connect@fws.gov)

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