



NOW HIRING

Student Trainee Rangeland Positions

If you're a student in college or have just been accepted to college the Bureau of Indian Affairs (BIA), Office of Trust Services (OTS), Pathways Internship Program is for you! This Program offers paid opportunities to work in natural resources programs and explore Federal and Tribal careers while completing your education.

What is the BIA OTS Pathways Internship Program?

The Pathways Internship Program is designed to attract, recruit, hire develop and retain American Indian/Alaskan Native students for science, technical, engineering, mathematics (STEM) career fields. The Intern's role is crucial to the various missions of the Department, BIA and the Tribes, in all efforts to provide sound stewardship of natural and cultural resources.

Eligibility and Education Requirements

Key Eligibility Requirements

- Be at least 18 years of age
- Be accepted or enrolled full-time and seeking a degree in an approved qualifying college or university that is accredited
- Have good academic standing (cumulative GPA of 2.0 or higher)
- Complete and maintain a background security investigation and favorable adjudication
- Sign a Participant Agreement
- Be willing to accept rotational assignments and complete 640-hour service requirement



Basic Education Requirements

Students must be accepted or enrolled full-time in an accredited college or university and seeking a bachelor's degree or higher in a degree program that is related to the program they were hired under (refer to the job vacancy announcement). Students who have not declared yet or are seeking a degree that is unrelated may be hired under the Pathways Internship Program. However, their continued participation and employment is contingent upon them obtaining the educational eligibility requirements (e.g., switching degree program) within a prescribed timeframe.

- GS-3 grade level: Completion of 1 academic year of post-high school study
- GS-4 grade level: Completion of 2 academic years of post-high school study or associates degree

Typically the degrees targeted include natural resources management, minerals and energy, geography, agricultural engineering, agricultural economics, animal husbandry, animal science, horticulture, rangeland management, soil conservation or science, environmental sciences, fisheries and wildlife biology, forestry and other related biological sciences.

Indian Preference

Preference in filling vacancies is given to qualified Indian candidates in accordance with the Indian Preference Act of 1934 (Title 25, USC, Section 472) using the [Form BIA 4432](#) to document Indian Preference, must be submitted along with the application, if applicable. [Click Here](#) for 4432 fact sheet

How to Apply

Starting **March 6 through April 5, 2018**, www.USAJOBS.gov will begin advertising **BIA Student Trainee Rangeland positions**. The duty stations for the positions are located nationwide. Go directly to the job announcement at: <https://www.usajobs.gov/GetJob/ViewDetails/526519600>

Tips for Job Seekers

[Example Resume for BIA Pathways Interns](#) (docx) & [BIA Guide to Creating a Recent Graduate Federal Resume](#) (pdf)

What do Range Interns Do?

- Job-shadow industry professionals for the development and protection of trust natural resources, protection of Indian water rights, water development projects, fish and wildlife resources, etc.;
- Work with invasive species management and treatment on trust rangelands as well as projects to address fish and wildlife invasives, causing widespread negative impacts on ecosystems;
- Farm and Rangeland Planning, Improvements and Protection;
- Leasing and Permitting Services;
- Inventory for soil and vegetative surveys.

What is the BIA OTS Pathways Internship Program?

The Pathways Internship Program is designed to RECRUIT, HIRE, DEVELOP and RETAIN highly qualified Indian/Alaskan Native students pursuing science, technical, engineering, mathematics (STEM) related degrees. The Intern's role is crucial to the various missions of the Department of Interior, BIA and the Tribes, in all efforts to provide sound stewardship of natural and cultural resources.

Trust Statistics

- 56.2 million surface acres
- 60.2 million acres of subsurface minerals estates
- 18.5 million forested acres
- 303 Miles of Coastline
- 2.3 million acres of lakes and ponds
- 18,800 miles of perennial streams
- 137 High Hazard Dams
- over 700 low hazard dams
- 5,350 miles of irrigation canals

Job Titles

Job titles for that require bachelor's degrees in natural resources include:

- Natural Resource Specialist
- Water Rights Specialist
- Geographic Information System (GIS) Specialist
- Program Rangeland Manager
- Range Management Specialist
- Range Technician
- Soil and Conservation Specialist

Participant Agreement

The Intern is required to sign a participant agreement prior to selection. The purpose of this Agreement is to establish eligibility criteria for participation in the Internship Program and set forth expectations, responsibilities and opportunities.

Non-Competitive Conversions / Job Placement Services

Student graduates who successfully complete the Pathways Internship Program and meet all position eligibility requirements may be offered job placement opportunities into professional series jobs within the BIA, or Tribe or Tribal enterprise. To be eligible for non-competitive conversion into a full-time position within the BIA, Interns must meet all conversion eligibility requirements, as set forth in the Participant Agreement.

Rangeland Internship Program Coordinator

Full details about the OTS Patwhays Internship Program are available on our website at:

<https://www.bia.gov/bia/ots/workforce-planning-coordination>