

Student Trainee (Park Ranger)

DEPARTMENT OF THE ARMY

U.S. Army Corps of Engineers

Sacramento District, Operations Division, Northern Operations Branch, New Hogan Dam & Lake

Summary

About the Position: Position(s) will be filled under the Department of the Army Pathways Intern Program. Click [here](#) or more information on Pathways program participation.

Overview

Accepting applications

Open & closing dates

🕒 01/23/2025 to 02/06/2025

Salary

\$40,147 - \$65,540 per year

Pay scale & grade

GS 3 - 5

Location

3 vacancies in the following location:

📍 Valley Springs, CA

Remote job

No

Telework eligible

No

Travel Required

Occasional travel - You may be expected to travel for this position, approximately 10%

Relocation expenses reimbursed

No

Appointment type

Internships

Work schedule

Multiple Schedules

Service

Competitive

Promotion potential

9

Job family (Series)

[0099 General Student Trainee](#)

Supervisory status

No

Security clearance

[Not Required](#)

Drug test

Yes

Position sensitivity and risk

[Non-sensitive \(NS\)/Low Risk](#)

Trust determination process

[Suitability/Fitness](#)

Financial disclosure

[No](https://help.usajobs.gov/working-in-government/fair-and-transparent/financial-disclosure)

Bargaining unit status

[No](#)

Announcement number

CER1252806553732PIR

Control number

829134100

This job is open to



[Students](#)

Current students enrolled in accredited educational institutions from high school to graduate level. Includes internships, pathways and other student programs.

Clarification from the agency

See "Who May Apply" in the "Qualifications" section for more information on who is eligible to apply for this position.

Duties

- Pathways Internship positions provide for development and training. Assignments become more responsible as incumbent increases knowledge and skills through work experience and academic training. At the full-performance level, you will be expected to:

- Provide visitor assistance by answering visitor's questions relating to the recreational facilities; give directions to the Project's camp grounds, picnic areas and boating areas; provide instructions and information to the public.
- Explain the Project's rules and regulations to visitors; collect recreational use fees; provide courtesy safety inspections; and control vehicular traffic during events and emergency incidents.
- Conduct tours (e.g., nature walks); maintain, arrange or update displays and exhibits; ensure literature supplies are available for the public.
- Staff a visitor center; answer questions (e.g., fishing, bike trails, equestrian trails, hiking), collect recreational fees, provide education pertaining to recreational activities, natural resources, lake information, and volunteering.
- Collect data for various reporting purposes, such as on visitor attendance, fishing, trails, volunteers, wildlife monitoring data, sensitive/invasive species, erosion problems, etc.
- Perform limited administrative duties and report findings; and utilize a personal computer to enter and retrieve data.
- Support higher graded staff by conducting animal surveys, safety inspections, natural resource improvement projects, boundary inspections and by improving and/or maintaining public lands.
- Conduct safety and security patrols on Project land and on water, both by vehicle and vessel. Ensure the safety of the public recreating on the water by conducting water safety inspections and providing water safety education.
- Assist with public outreach through campfire programs, local events and school presentations.
- Coordinate with fellow and local first responders (e.g., CAL Fire, Sheriff, Game Wardens) during incidents and events.

Requirements

Conditions of Employment

- Appointment may be subject to a suitability or fitness determination, as determined by a completed background investigation.
- The duties of this position meet the criteria for compliance with Federal and Department of the Army Drug Free Workplace Programs. This position is subject to a pre-employment screening, and random testing thereafter.
- Incumbent must possess or be able to acquire first aid, cardiopulmonary resuscitation and blood-borne pathogen training, provided by agency.
- Incumbent is required to work in adverse weather conditions (e.g., heat, cold, rain, wind, etc.).
- Possession of or the ability to acquire a state driver's license.
- Required to wear prescribed uniform as identified.
- In accordance with the Pathways Intern Program Requirements, the selectee must sign an Army Internship Program Participant Agreement that states the internship period, work schedule, position information, and program requirements.
- This position requires you to work full-time in the summer and as much as is practical the rest of the year while attending/enrolled in school at least half-time.
- The duties of this position require the incumbent to possess or obtain and maintain a Corps of Engineers boat operator's license within 12 months.
- Ability to work nights and/or weekends depending on the needs of the Project to which the employee is assigned.
- Incumbent must receive a minimum of 24 hours of personal protection /unarmed self defense, situational evaluation and tactical communication training within two years of employment, provided by agency
- THIS IS NOT ONLY A SUMMER JOB. This is a year round internship; potentially leading to a permanent appointment.

Qualifications

Who May Apply: Students who are eligible for participation in the Department of the Army Internship Program

Positions are open to current students pursuing a qualifying degree or certificate in an accredited high school, college (including 4-year colleges/universities, community colleges, and junior colleges); professional, technical, vocational, and trade school; advanced degree programs; or other qualifying educational institution on at least a half-time basis (as defined by the institution in which the student is enrolled). Short-term training programs (e.g., several two-week programs completed) are not considered an academic course of study.

Internship for current students in good standing at an accredited education.

For this internship, you must be able to work full-time when not attending classes (i.e. summers, fall and spring breaks, etc), and part-time otherwise.

This intern position is designed to prepare a student trainee for employment after graduation as a Park Ranger, GS-0025-05. Interns will be assigned tasks designed to increase familiarity with the target occupation in a real world work environment.

This opportunity follows a standard promotional path:

1. Internship selection will be made at the GS-03, GS-04, and GS-05.
2. Within 120 days after completion of Internship requirements, you may be eligible for conversion to the entry-level for the target occupation. Entry level for these positions are typically at the GS-05 level. The actual grade level at the time of conversion depends on academic achievement and other factors.
3. The full performance level of this position (after graduation) is GS-09.
4. Progression from the entry-level to the full performance level for this occupation will depend on successful completion of all requirements for promotion. Promotions may be considered after a year at each grade level, but are not guaranteed to occur on a specific time schedule.

See requirements for conversion to permanent or term position in the "Additional Information" section below.

To qualify for a Pathways Internship as a GS-03, students must have completed one full academic year of post-high school study.

To qualify for a Pathways Internship as a GS-04, students must have completed two full academic years of post-high school study or have an associate's degree.

To qualify for a Pathways Internship as a GS-05, students must have completed 4 academic years of post-high school leading to a bachelor's degree or equivalent degree. NOTE: Students that are graduating and are not subsequently enrolled in another program might not meet the work-hour requirements prior to graduation and will be at risk for not being able to convert to a career or career-conditional appointment!

For qualification purposes, an academic year is computed as follows:

- At the undergraduate level, successfully completed education that has not led to possession of a degree is credited based on its relationship to 120 semester hours or 180 quarter hours. For example, 30 semester hours or 45 quarter hours is comparable to 1 year of undergraduate education. Four years of progressive study or 120 semester hours meets the degree requirements. Additional credit cannot be given for duplicate course work.
- For study at a business or technical school, 36 weeks of study (20+ classroom hours per week) is comparable to 1 academic year above high school.
- An academic year of graduate education is considered to be the number of credit hours that the school attended has determined to represent 1 academic year of full-time study. This determination is made based on normal course loads for a full year of study in the graduate program. If that information cannot be obtained from the school, 18 semester hours or 27 quarter hours should be considered as satisfying the 1 year of full-time study requirement. Part-time graduate education is creditable in accordance with its relationship to a year of full-time study at the school attended.
- When academic credit is expressed in contract months, units, or other terms that differ from conventional semester or quarter hours, it is the responsibility of the applicant to provide an interpretation of such credits from the appropriate institution in order to equate them to the semester or quarter hours specified in the standard.

NOTE: If your college, vocational, trade, technical or high schools' definition of "academic year" differs from above, you must submit proof of this difference (e.g., copy of course catalog that defines an academic year). Absent this documentation, you will be screened for academic qualifications based on the academic hours as defined in the bullets above.

Education

For this internship we are seeking a current student majoring in Outdoor Recreation Management, Public Affairs, Natural Resource Management, Park Administration, Environmental Sciences, Criminal Justice, Forestry, Geology, Botany, Natural History, or Ecology, etc.

This occupation has specific educational requirements for entry and applicants must show evidence that their planned academic program will meet those requirements (i.e. transcript reflecting enrollment in applicable programs). Students who graduate without meeting those requirements may not be converted to the target position and could be separated from federal service.

FOREIGN EDUCATION: If you are using education completed in foreign colleges or universities to meet the qualification requirements, you must show the education credentials have been evaluated by a private organization that specializes in interpretation of foreign education programs and such education has been deemed equivalent to that gained in an accredited U.S. education program; or full credit has been given for the courses at a U.S. accredited college or university. For further information, visit: <https://sites.ed.gov/international/recognition-of-foreign-qualifications/>.

This is a student internship opportunity. Your transcripts are a required part of your application. Additional information about transcripts is [in this document](#).

Additional information

- Male applicants born after December 31, 1959, must complete a Pre-Employment Certification Statement for Selective Service Registration.
- You will be required to provide proof of U.S. Citizenship, as applicable.
- Two year trial/probationary period may be required.
- Direct Deposit of Pay is required.
- This is a Construction, Engineering and Infrastructure Career Field position.
- Selection is subject to restrictions resulting from Department of Defense referral system for displaced employees.
- If you have retired from federal service and you are interested in employment as a reemployed annuitant, see the information in the [Reemployed Annuitant](#) information sheet.
- You may claim military spouse preference.
- Multiple positions may be filled from this announcement.
- Salary includes applicable locality pay or Local Market Supplement.
- Government housing is not available at any location.
- Payment of Permanent Change of Station (PCS) costs is not authorized, based on a determination that a PCS move is not in the Government interest.

Eligibility requirements for conversion to a permanent or term position. Interns must:

- Be a U.S. Citizen at the time of conversion;
- Complete at least 640 hours of work experience acquired through the Internship Program **prior to or concurrent with** completion of academic requirements;
- Complete their educational requirements (as specified in the announcement);
- Meet the Office of Personnel Management's qualification standard, including any applicable positive education requirement and/or selective placement factors and any other special qualifications requirements and conditions of employment (e.g. medical standards) appropriate for the specific competitive service position to which the intern will be converted;
- Successfully complete all the requirements of the Internship Program as defined in the agency-participant agreement; and
- Perform their job successfully as documented through performance evaluations and/or completion of an Individual Development Plan (IDP).

Reasonable Accommodation (RA) Requests: If you believe you have a disability (i.e., physical or mental), covered by the Rehabilitation Act of 1973 as amended that would interfere with completing the USA Hire Competency Based Assessments, you will be granted the opportunity to request a RA in your online application. Requests for RA for the USA Hire Competency Based Assessments and appropriate supporting documentation for

RA must be received prior to starting the USA Hire Competency Based Assessments. Decisions on requests for RA are made on a case-by-case basis. If you meet the minimum qualifications of the position, after notification of the adjudication of your request, you will receive an email invitation to complete the USA Hire Competency Based Assessments, based on your adjudication decision. You must complete all assessments within 48 hours of receiving the URL to access the USA Hire Competency Based Assessments if you received the link after the close of the announcement. To determine if you need a RA, please review the Procedures for Requesting a Reasonable Accommodation for Online Assessments here: [https://help.usastaffing.gov/Apply/index.php?title=Reasonable Accommodations for USA Hire](https://help.usastaffing.gov/Apply/index.php?title=Reasonable+Accommodations+for+USA+Hire)

Benefits

A career with the U.S. government provides employees with a comprehensive benefits package. As a federal employee, you and your family will have access to a range of benefits that are designed to make your federal career very rewarding. [Learn more about federal benefits.](#)

[Review our benefits](#)

Eligibility for benefits depends on the type of position you hold and whether your position is full-time, part-time or intermittent. Contact the hiring agency for more information on the specific benefits offered.

How You Will Be Evaluated

You will be evaluated for this job based on how well you meet the qualifications above.

You will be evaluated based on how well you meet the qualifications listed in this vacancy announcement. Your qualifications will be evaluated based on your application materials (e.g., resume, supporting documents), the responses you provide on the application questionnaire, and the result of the online assessments required for this position. You will be assessed on the following competencies (knowledge, skills, abilities, and other characteristics):

- Accountability
- Attention to Detail
- Customer Service
- Decision Making
- Flexibility
- Integrity/Honesty
- Interpersonal Skills
- Learning
- Reading Comprehension
- Self-Management
- Stress Tolerance
- Teamwork

The USA Hire Assessments includes a cut score based on the minimum level of required proficiency in these critical general competencies. You must meet or exceed the cut score to be considered. You will not be considered for the position if you score below the cut score or fail to complete the assessment.

Overstating your qualifications and/or experience in your application materials or application questionnaire may result in your removal from consideration. Cheating on the online assessment may also result in your removal from consideration.

Once the announcement has closed, a review of [your application package](#) (resume, supporting documents, and responses to the questionnaire)

will be used to determine whether you meet the qualification requirements listed on this announcement. If you are minimally qualified, your resume and supporting documentation will be compared against your responses to the assessment questionnaire to determine your level of experience. If, after reviewing your resume and/or supporting documentation, a determination is made that you have inflated your qualifications and/or experience, you may lose consideration for this position. Please follow all instructions carefully when applying, errors or omissions may affect your eligibility.

You should list any relevant performance appraisals and incentive awards in your resume as that information may be taken into consideration during the selection process. If selected, you may be required to provide supporting documentation.

Basis for Rating: Qualified candidates will be assigned to one of two quality categories: Ideal Candidate, and Eligible Candidate. Veteran preference eligibles are listed ahead of non-preference eligibles within each quality category.

- **Ideal:** This category will be used for those candidates who meet the general competencies, such as decision making, interpersonal skills, reading comprehension, etc, in addition to the minimum qualifications.
- **Eligible:** This category will be used for those candidates who meet the minimum qualifications of the position.

Required Documents

The documents you are required to submit vary based on whether or not you are eligible for preference in federal employment. A complete description of preference categories and the associated required documents is in the [Applicant Checklist for Public Announcements](#).

1. Your resume:

- Your resume may be submitted in any format and must support the specialized experience described in this announcement.
- If your resume includes a photograph or other inappropriate material or content, it will not be used to make eligibility and qualification determinations and you may not be considered for this vacancy.
- For qualifications determinations your resume must contain hours worked per week and the dates of employment (i.e., HRS per week and month/year to month/year or month/year to present). If your resume does not contain this information, your application may be marked as incomplete and you may not receive consideration for this position.
- For additional information see: [What to include in your resume](#).

2. Transcripts and Enrollment Verification:

- Enrollment verification (if transcripts do not reflect current enrollment), and unofficial transcripts for education claimed in your resume and occupational questionnaire is required. If you provide an unofficial transcript at the time of application and you are selected, you will be asked for official versions prior to appointment. See: [Transcripts and Licenses](#)

3. Other supporting documents:

- Cover Letter, optional
- 3 professional recommendations, optional
- Applicants claiming Veterans Preference or Military Spouse preference (MSP): to verify your preference claim you MUST submit supporting documents with your application package.
- If you are currently serving on active duty: You MUST submit a certification from the armed forces that certifies you are expected to be discharged or released from active duty service in the armed forces under honorable conditions not later than 120 days after the date you apply to this opportunity. If you supply a certification at this stage, your preference/eligibility will be verified prior to appointment. More information about Veteran's Preference is located on the [Feds Hire Vets](#) website. Please upload veteran's documents under the appropriate category.

NOTE: Documents submitted as part of the application package, to include supplemental documents, may be shared beyond the Human Resources Office. Some supplemental documents such as military orders and marriage certificates may contain personal information for someone other than you. You may sanitize these documents to remove another person's personal information before you submit your application. You may be asked to provide an un-sanitized version of the documents if you are selected to confirm your eligibility.

If you are relying on your education to meet qualification requirements:

Education must be accredited by an accrediting institution recognized by the U.S. Department of Education in order for it to be credited towards qualifications. Therefore, provide only the attendance and/or degrees from [schools accredited by accrediting institutions recognized by the U.S. Department of Education](#).

Failure to provide all of the required information as stated in this vacancy announcement may result in an ineligible rating or may affect the overall rating.

How to Apply

Please read the entire announcement and all the instructions before you begin an application. To apply and be considered for this position, you must complete all required questionnaires, assessments and submit all required documentation as specified in the How to Apply and Required Documents section.

The complete application package must be submitted by 11:59 PM (ET) on the closing date of the announcement to receive consideration. The application process is as follows:

1. Click the **Apply Online** button.
2. Answer the questions presented in the application and attach all necessary supporting documentation. To preview the application questionnaire, click the following link: <https://apply.usastaffing.gov/ViewQuestionnaire/12673732>
3. Click the **Submit Application** button prior to 11:59 PM (ET) on 02/06/2025.
4. If you are required to complete any USA Hire Assessments, you will be notified after submitting your application. The notification will be provided in your application submission screen and via email. The notification will include your unique assessment access link to the USA Hire system and the completion deadline. Additionally, in USAJOBS you can click "Track this application" to return to your assessment completion notice.
5. Access USA Hire using your unique assessment link. Access is granted through your USAJOBS login credentials.
6. Review all instructions prior to beginning your assessments. You will have the opportunity to request a testing accommodation before beginning the assessments should you have a disability covered under the Rehabilitation Act of 1973 as amended.
7. Set aside at least 3 hours to take the USA Hire Assessments; however, most applicants complete the assessments in less time. If you need to stop the assessments and continue later, you can re-use your unique assessment link.
8. Your responses to the USA Hire Assessments will be reused for one year (in most cases) from the date you complete an assessment. If future applications you submit require completion of the same assessments, your responses will be automatically reused.

For more general information, system requirements, reasonable accommodation information, and to request assistance regarding the USA Hire Assessments, review the following resources: https://help.usastaffing.gov/Apply/index.php?title=USA_Hire_Assessments

To update your application, including supporting documentation: During the announcement open period, return to your USAJOBS account, find your application record, and click Edit my application. This option will no longer be available once the announcement has closed.

To view the announcement status or your application status: Click on this: <https://www.usajobs.gov/Help/how-to/application/status/>. Your application status page is where you can view your application status, USA Hire assessment completion status, and review your notifications sent by the hiring agency regarding your application.

Agency contact information

Army Applicant Help Desk

Website

https://portal.chra.army.mil/hr_public?id=app_inq

Address

RI-W2ST02 US ARMY ENGINEER DISTRICT-SACRAMENTO
DO NOT MAIL
Sacramento, CA 95814
US

[Learn more about this agency.](#)

Next steps

If you provided an email address, you will receive an email message acknowledging receipt of your application. Your application package will be used to determine your eligibility, qualifications, and quality ranking for this position. If you are determined to be ineligible or not qualified, your application will receive no further consideration.

Based on your application and your responses to the application questionnaire, you may be presented with instructions on how to access the USA Hire system to complete the online assessments. The online assessments must be completed within 48 hours following the close of this announcement. You will have the opportunity to request a testing accommodation for the assessment should you have a disability covered under the Rehabilitation Act of 1973, as amended.

Fair & Transparent

The Federal hiring process is set up to be fair and transparent. Please read the following guidance.

[Criminal history inquiries](#)

[Financial suitability](#)

[Privacy Act](#)

[Selective Service](#)

[Social security number request](#)

[Equal Employment Opportunity \(EEO\) Policy](#)

[New employee probationary period](#)

[Reasonable accommodation policy](#)

[Signature and false statements](#)