The Forest Service

To sustain the health, diversity, and productivity of the Nation’s forests and grasslands to meet the needs of present and future generations.
The objective of Forest Service Special Emphasis Programs (SEP) is to administer individual programs which are a part of the Equal Employment Opportunity (EEO) Program. The Special Emphasis Program Managers (SEPM) serves as subject-matter experts regarding the hiring, career advancement and retention of the employees. They help identify and take affirmative steps to ensure that all Forest Service employees have an equal opportunity to compete fairly in all aspects of Agency employment, e.g., recruitment, training, upward mobility, career counseling, developmental details, promotions, and any other condition of employment.
National Equal Employer Manager
Role and Responsibilities

- Develops national strategies for special emphasis programs and EEO strategies to eliminate barriers from recruitment, hiring, promotion and retention (Agency Reports and Management Directives 715).
- Implements Diversity Outreach and Partnership Programs
- Serves as the Program Manager Hispanic Association of Colleges and Universities (HACU) scholarships
- Partnerships with Hispanic Serving Institutions (HSI) 1994 Land Grant Institutions
- Liaison for USDA Fellowship Programs and Educational Programs
Balance Your Love of the Outdoors with a Dynamic Career

A career with the Forest Service is a great way to combine your love and knowledge of natural resources with dynamic, challenging opportunities. But working for the Forest Service isn't easy. Harsh climates, remote locations and hard physical work add up to a challenging career. That's why it's important to us that our employees maintain a healthy work-life balance. And our culture not only allows it, we encourage it.
## Critical Series Careers

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<th>Series 1001</th>
<th>Series 0301</th>
<th>Series 0470</th>
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<tr>
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<td>Forestry Technician</td>
<td>Information Technician</td>
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Career Field Disciplines

- Forest Pathology
- Plant Physiology
- Ecology
- Social Science
- Chemistry
- Communications
- Hydrology
- Wildlife Biology
- Range Ecology/Biology
- Genetics
- Economics
- Entomology
- Fire Ecology
- Computer Science
- Many others
Student Opportunities

The Presidential Management Fellows (PMF)
This program serves as an innovative way to recruit new and young talent into the agency. The program attracts highly qualified persons with graduate degrees from a variety of academic disciplines, and prepares them to be effective leaders and managers.

Employees profiles: http://www.fs.fed.us/fsjobs/pmf/profiles.shtml

Rules and Regulations
Office of Personnel Management PMF Homepage:
https://www.pmf.opm.gov
5 C.F.R. 362:
https://www.pmf.opm.gov/RulesAndRegulations.aspx#n1
Multicultural Workforce Strategic Initiatives
Each year, the Multicultural Workforce Strategic Initiatives (MWSI) program offers a number of opportunities for giving top students with diverse backgrounds access to paid work experience with the Forest Service - as well as the opportunity to demonstrate their abilities in natural resource careers. The Forest Service's network of MWSI liaisons connect with colleges, universities and communities nationwide to identify qualified and talented students for the Forest Service.
Employment Opportunities

The Forest Service offers a host of opportunities for part-time and temporary employment for students. We also offer internships, student opportunities and scholarships for promising student candidates.
USDA Forest Service
National Hispanic Association of Colleges and Universities (HACU)

Accountability FY-2011

- Total Positions: 33 positions (15 Females, 18 Males)
- 90% are Mission Critical Job Series
- Student Job Satisfaction Rate: 85%
- Supervisor Feedback: Student Superior Performance Rate: 92%
Accountability FY-2012

- Total Positions: 41 positions (23 Females, 8 Males)
- 98% are Mission Critical Job Series
- Student Job Satisfaction Rate: 94%
- Supervisor Feedback: Student Superior Performance Rate: 95%

Cost Per Session for FY 2012: Fall 2011: $13498.00 (15 weeks), Spring 2012: $13498.00 (15 weeks), Summer 2012: $10599.00 (10 weeks), Fall 2012: $13606.00 (15 weeks)
Accountability FY-2013

- **Total Enrollment:** 32 positions (16 Females, 16 Males)
- **Total USDA FS-NIFA agreement interns:** 2 summer positions (supplement)
- **98% are Mission Critical Job Series**
- **Student Job Satisfaction Rate:** 98%
- **Supervisor Feedback:** Student Superior Performance Rate: 95%

**HACU Cost FY 13:**
- Fall 2012: $13,606.00 (15 weeks), Spring 2013: $13,606.00 (15 weeks), Summer 2013: $10,678.00 (10 weeks), Fall 2013: $13,716.00 (15 weeks)
USDA Forest Service
National Hispanic Association of Colleges and Universities (HACU)

**FY-2014 Projections**

- Total FS Enrollment: 34 positions
- Fall 2013 Interns: 5 positions filled (until 12/10/13)
- Summer Recruitment: 18-22 positions

HACU Cost FY 13:  
- Fall 2012: $13,606.00 (15 weeks), Spring 2013: $13,606.00 (15 weeks), Summer 2013: $10,678.00 (10 weeks), Fall 2013: $13,716.00 (15 weeks)
National Forest System and State and Private lands
Ecological Restoration
Thinning and Prescribed Fire
Threatened and Endangered Species
Woody Biomass
Wildland Fire Management
Wildland Fire Management
Sustainable Recreation
Research
Water
Climate Change
International programs
Jobs Creation
Partnerships
The Forest Service is made up of thousands of employees from very different backgrounds. But we're all working toward the same goals. For those of us in the Forest Service, diversity means much more than ethnicity, gender or culture. We believe that diverse perspectives help us solve problems more effectively. That's why we maintain an environment in which people from different backgrounds feel comfortable, and in which people feel free to express their opinions and share their viewpoints.

Tom Tidwell
Chief Forest Service
NOW LEAVING THE
Forest Service

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National Equal Employment Manager
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Desk Phone: 202-205-0999 http://www.fs.fed.us/cr/