



United States Department of the Interior
OFFICE OF THE SPECIAL TRUSTEE FOR AMERICAN INDIANS



VACANCY ANNOUNCEMENT

POSITION: Appraisal Support Specialist, GS-1101-5/7 **ANNOUNCEMENT NUMBER:**
OST-04-166

OPENING DATE: September 20, 2004 **FULL PERFORMANCE LEVEL:** GS-09
CLOSING DATE: October 1, 2004 **AREA OF CONSIDERATION:** All Sources

SALARY: GS-05: \$26,699 - \$34,714
 GS-07: \$33,071 - \$42,993

LOCATION: Office of the Special Trustee for American Indians, Deputy Special Trustee – Field Operations, Office of Appraisal Services, Appraisal Services – Western, Phoenix, Arizona

CONTACT TELEPHONE NUMBER: 505-816-1021

WHO MAY APPLY: Current Federal employees occupying Career or Career-Conditional Appointments, permanent employees in the Excepted Service who are entitled to Indian Preference, former Federal employees with reinstatement eligibility, individuals who are eligible for reemployment under Agency Career Transition Assistance Program (CTAP) or Interagency Career Transition Assistance Program (ICTAP), individuals who are eligible to be appointed based upon Indian Preference, and veterans who are preference eligibles or who have been separated from the armed forces under honorable conditions after 3 years or more of continuous active service (documentation of eligibility must be submitted with the initial application).

INDIAN PREFERENCE POLICY: In accordance with the Indian Reorganization Act of 1934 (25 USC 472), when filling vacancies by promotion, reassignment, initial appointment, transfer, or reinstatement, priority in selection will be given to Indian candidates who present proof of eligibility for Indian preference. Verification form No. BIA-4432 must be provided with the application of a candidate who claims Indian preference unless the tribe has made a specific waiver. Consideration can only be given to non-Indian applicants (status or reinstatement) in the absence of qualified Indian preference eligibles.

This position has known promotion potential and the selectee is eligible for promotion to the GS-09 without further competition.

Relocation expenses will not be paid.

STATEMENT OF DUTIES: This position reports to the Regional Appraiser. Performs duties to assist appraisers in their preparation of economic analyses and preparation of appraisal reports for properties including highly sensitive and complex issues. Incumbent maintains automated databases regarding status of appraisal requests. Researches title status and other realty records to determine ownership, legal description, etc. Compiles and verifies sales information and enters it in automated systems. Prepares charts, reports, etc., to illustrate features of properties and/or market actions. Travels to specific property

locations to ascertain information regarding accessibility, topography, availability of water, nature of buildings on the property, etc. Performs a variety of administrative functions for the office including budgeting, personnel processing, procurement, supply management, data and files management, and travel. **Incumbent is required to possess a valid state driver's license and is subject to driving record checks by the Department.**

QUALIFICATION REQUIREMENTS: Applicants must meet the qualification requirements contained in the Office of Personnel Management Qualification Standards Handbook as listed below. There are no additional selective placement factors for this position. All qualification requirements and time-in-grade requirements (Federal employees) must be met within 30 calendar days after the closing date of this announcement in order to receive consideration for this position. Applicants' qualifications will be evaluated solely on the information submitted by them in their applications.

The experience requirement for this position is one year of specialized experience equivalent to the next lower grade level. Specialized experience is experience, which is directly related to the position to be filled and which has equipped the candidate with the particular knowledge, skills, and abilities to successfully perform the duties of the position. Also qualifying, at the GS-5 level only, is four years of successfully completed education above the high school level in any field for which high school graduation, or the equivalent, is the normal prerequisite.

KNOWLEDGE, ABILITIES, SKILLS, AND OTHER CHARACTERISTICS (KASOCs):

Applicants should address the following factors, in a narrative form, on a separate sheet of paper. This supplemental information will be the principal basis for determining whether or not an applicant is highly qualified for this position. Applicants may expand upon the information that is provided in their application and, should consider appropriate work experience, outside activities, awards, training, and education for each of the items listed below.

1. Ability to use a variety of computer software applications, including search programs, word processing, database management and spreadsheets.
2. Knowledge of basic processes and paperwork required to perform appraisals of real estate.
3. Knowledge of processes and procedures associated with administrative functions including personnel, budgeting, procurement, and travel.
4. Ability to communicate orally and in writing.

ADDITIONAL INFORMATION:

This is not a Testing Designated Position.

5 U.S.C. 3303, Hatch Act Amendments of 1993, bars Executive Branch Agencies from accepting or considering prohibited political recommendations for Federal jobs. Any such recommendations received will be returned to the sender. Federal employees who request such a recommendation may be subject to disciplinary action.

Vacancy announcements for the Office of Special Trustee are accessible from the Office of Personnel Management Webpage www.usajobs.opm.gov.

The Office of the Special Trustee for American Indians is an Equal Opportunity Employer. Within the scope of Indian Preference, selection for this position will be made solely on the basis of merit, fitness, and qualifications without regard to race, sex, color, religion, age, marital status, national origin, non-disqualifying handicap conditions, sexual orientation, or any other non-merit factors.

This agency provides reasonable accommodation to applicants with disabilities. If you need a reasonable accommodation for any part of the application and hiring process, please notify the agency. The decision on granting reasonable accommodation will be on a case-by-case basis.

APPLICATIONS MUST BE POSTMARKED ON OR BEFORE THE CLOSING DATE

Attachment

DEPARTMENT OF THE INTERIOR
Office of the Special Trustee for American Indians

**SUPERVISORY APPRAISAL OF DEMONSTRATED
PERFORMANCE OR POTENTIAL**

Announcement No. OST-04-166

PLEASE HAVE THIS APPRAISAL COMPLETED BY YOUR SUPERVISOR AND SUBMIT WITH YOUR APPLICATION, SF-171 (If the appraisal is submitted directly by the Supervisor, the applicant will be permitted to review and/or obtain a copy of the appraisal upon request.)

Name of Applicant: _____ Position: Appraisal Support Specialist, GS-1101-05/07

| Basis of Appraisal | | | | RANKING FACTORS (Knowledges, skills, abilities, and other characteristics) | Level of Performance | | | |
|--------------------|------------------------|-----------------|--------------------|---|--|---|---|--|
| Check one | | | | | Please Check as appropriate: | | | |
| Outside Activities | On-the-Job Performance | Formal Training | Unable to Appraise | | 4-Exceptional 3-Above Average 2-Average/ Satisfactory 1-Rarely Satisfactory | | | |
| | | | | 4 | 3 | 2 | 1 | |
| | | | | 1. Ability to use a variety of computer software applications, including search programs, word processing, database management and spreadsheets | | | | |
| | | | | 2. Knowledge of basic processes and paperwork required to perform appraisals of real estate. | | | | |
| | | | | 3. Knowledge of processes and procedures associated with administrative functions including personnel, budgeting, procurement, and travel. | | | | |
| | | | | 4. Ability to communicate orally and in writing. | | | | |

DEPARTMENT OF THE INTERIOR
Office of the Special Trustee for American Indians

SUPERVISORY APPRAISAL OF DEMONSTRATED
PERFORMANCE OR POTENTIAL

Announcement No. OST-04-166

NARRATIVE: BRIEFLY EVALUATE THE CANDIDATE'S OVERALL ABILITY TO PERFORM THE DUTIES AND RESPONSIBILITIES OF THE POSITION. NARRATIVE COMMENTS ARE REQUIRED FOR ALL EVALUATIONS.

IN WHAT CAPACITY ARE YOU MAKING THIS APPRAISAL? (Please \checkmark as appropriate)

- Present Immediate Supervisor Present 2nd Level Supervisor Other (Specify)
- Former Immediate Supervisor Former 2nd Level Supervisor

Period During Which You Supervised the Applicant:

From:

To:

Appraiser:

(Signature)

(Date)

(Phone No.)

**DEPARTMENT OF THE INTERIOR
OFFICE OF THE SPECIAL TRUSTEE FOR AMERICAN INDIANS
APPLICATION GUIDELINES**

Mail applications to: OST Servicing Personnel Office, 4400 Masthead Street NE, Suite 185, Albuquerque, New Mexico, 87109. **For further information, please call:** (505) 816-1031.

APPLICATION REQUIREMENTS. If application is submitted by mail, it must be postmarked by the closing date of the announcement and received within five (5) business days after the closing date to receive consideration. Hand delivered applications must be received by the closing date. Applications mailed using Government postage and/or envelopes will not be accepted.

The following must be submitted for consideration for this position:

1. Written application for employment: Optional Application for Federal Employment (OF-612), Application for Federal Employment (SF-171), Resume, or other format, including all the information listed below:
2. Verification of Indian Preference (BIA-4432), if applicable.
3. Verification of Veterans Preference (DD-214), if applicable.
4. Copy of the most current Notification of Personnel Action (SF-50), for verification of reinstatement or transfer eligibility (Only current and former Federal employees).
5. Applicant Background Survey (DI-1935) (Submission of this form is voluntary. This information will be used solely to review compliance with Federal law. Consideration for this job will not be affected by failure to submit this form.)
6. College Transcripts if you are using education (individually or in combination with experience) to qualify for this position.

In addition, while not required, it is recommended that applicants address the specific Knowledge, Abilities, Skills, and Other Characteristics (KASOCs) listed on the vacancy announcement that is necessary for successful performance of the work. It is recommended that you provide a narrative statement for each KASOC addressing how your education, experience, training, and awards relate to these KASOCs to show how you are highly qualified for this position.

Please have a Supervisory Appraisal of Demonstrated Performance or Potential completed by your supervisor and submit with your application. Although appraisals will be used in ranking, no candidate will be screened out automatically for failure of their supervisor to complete an appraisal.

Your written application for employment must include the following:

Announcement number, title, series, and grade of the job for which you are applying.

Indication of the locations for which you are interested if more than one location is specified in the vacancy announcement.

Personal Information: Complete name, mailing address (with ZIP code), telephone numbers (daytime and evening), social security number, and citizenship information. If applying under a special employment program, identify program (veterans' preference, reinstatement, handicapped appointment eligibility) and include appropriate qualifying documentation (DD-214, SF-50, etc.)

Educational Information: High School name, city, state (ZIP code, if known), and date of diploma or GED; college/university name, city, state (with ZIP code), declared major, dates attended, and type of degree and date received; graduate school name, city, state (with ZIP code), major subject, dates attended, and type of degree and date received. If no degree was received, show credits earned (identify whether in quarters or semesters). Unless otherwise stated in this announcement, certified transcripts are not required.

Work Experience: Supply the following information for the paid and non-paid work you have performed that qualify you for this job: (a) job title (title, series, and grade, if Federal), (b) statement of major duties and accomplishments, employer's name and mailing address, (c) supervisor's complete name and telephone number, (d) month and year of starting and ending dates, (e) number of hours worked per week, and (f) salary. Indicate if we may contact your current supervisor.

Other Qualifications related to this job: Courses (title and year), relevant skills (other languages, computer skills, mechanical skills, typing speed), and current professional certificates and licenses (identify issuing authority and date). You may also note any job related honors, awards, and special accomplishments, but **DO NOT** send documents (letters of commendation, newspaper clippings).

Senior Executive Service (SES) recruitment only: Provide copy of Candidate Development Program Certificate, if applicable.

Unless otherwise stated elsewhere in this announcement, applications will be accepted from individuals with competitive status, with Indian Preference, severely handicapped individuals (regardless of competitive status), Veterans Readjustment Appointment (VRA) eligibles (through GS-11) and veterans with compensable disability of 30% or more, and others eligible for appointment under special appointing authorities. Veterans who are preference eligibles or who have been separated from the armed forces under honorable conditions after 3 years or more of continuous active service may apply. Documentation of eligibility must be submitted with the initial application. Please indicate if you are applying under one of these authorities and submit appropriate documentation (DD-214; SF-15; required proof of entitlement such as the Veterans Administration letter, etc.)

Status candidates who wish to be considered under both merit promotion and excepted appointment procedures must submit two (2) complete applications. When only one (1) application is received from a status candidate, it will be considered only under merit promotion procedures.

A background security investigation will be required for all new hires. Appointment will be subject to the applicant's successful completion of a background security investigation and favorable adjudication. Failure to successfully meet these requirements will be grounds for termination.

As a condition of employment, male applicants born after December 31, 1959, must certify that they have registered with the Selective Service System, or are exempt from having to do so under Selective Service law.

U.S. citizenship is required.

All new employees of the Office of the Special Trustee for American Indians are required to identify a financial institution for direct deposit of pay.

All federal employees are required to serve an initial probationary period. Failure to complete the probationary period successfully can result in your separation from Federal service.

If you are selected for a supervisory or managerial position, you must serve a probationary period. Failure to complete the probationary period successfully can result in return to your former position, or to a position of no lower grade and pay than the one you left to accept the supervisory or managerial position.

Your application contains information subject to the Privacy Act (P.L. 93-579, 5 U.S.C. 552a). The information is used to determine qualifications for employment, and is authorized under U.S.C., Title 5, Sections 3303 and 3361.

In accordance with 18 U.S.C. 1719 and 39 U.S.C. 3201 SEQ., applications will not be accepted from applicants using franked Government envelopes, postage-paid Agency envelopes, or metered mail.

The Department of the Interior is an Equal Opportunity Employer. Within the scope of Indian Preference (where applicable), selection for positions will be made solely on the basis of merit, fitness and qualifications without regard to race, gender, sexual orientation, color, religion, age, marital status, national origin, non-disqualifying handicap conditions, or any other non-merit factor.

This Agency provides reasonable accommodation to applicants with disabilities. If you need a reasonable accommodation for any part of the application and hiring process, please notify the Agency. The decision on granting reasonable accommodation will be on a case-by-case basis.