



OUTREACH

For Three Permanent Full Time Positions on the Blackfoot Swan Landscape Restoration Project Team

GS-0401-12 Fire Ecologist Specialist
GS-0401-12 Vegetation Management Specialist
GS-0486-12 Wildlife Biologist

If interested please send your completed outreach response form found at the end of this outreach to Sandy Mack at spmack@fs.fed.us, or contact her by phone at 406-329-3817. The Official Job Vacancy Announcement will be posted on USAJOBS. For additional information you can call Rich Kehr, Swan Lake District Ranger 406-837-7501; Rachel Feigley, Seeley Lake District Ranger, 406-677-3905, and Michael Stansberry, Lincoln District Ranger 406-362-7002.

“The Blackfoot Swan Project is a critical management experiment aligning with Region 1’s Strategies. We are working with researchers and partners, including the Southwestern Crown Collaborative, and using the best available science to find innovative solutions for some of our most challenging land management problems.

This project is ambitious and challenging. It requires collaborative, team players with drive, expertise in their field, and the courage to do things differently.

I look forward to hiring the best of the best for these positions and encourage you to apply”

**Dave Schmid
Deputy Regional Forester**

First, we will lure you with four highly desirable duty stations, one of which you will be calling home. Next we will give you insights into this highly ambitious and regionally significant project. Finally, we’ll introduce you to your team mates.





Duty Stations

You will have one of four fantastic communities as your new duty station. Your new duty station could be out of the Northern Region (R1) Offices in Missoula, Montana; Seeley Lake Ranger District in Seeley Lake Montana; Swan Lake Ranger District in Bigfork, Montana; or the Lincoln Ranger District in Lincoln Montana.

Potential 4 Duty Stations and their Amenities

REGIONAL OFFICE, MISSOULA MONTANA



Figure 1. The hub of five valleys. Sentinel Mountains in background

Missoula, MT. Some might call it unique, cool or hip. Others will experience it as serene, welcoming and replete with natural beauty. You might see it as vibrant, active and pulsating with places to go and things to do. The beauty of Missoula is that it is all these things and more. We think you'll find everything you need in this vibrant city.

Galleries, outdoor recreation, pet friendly trails, day care, fishing, hunting,

performing arts, family friendly festivals, churches, breweries, athletic gyms and

sports; you can find it all in Missoula. Three of our team members live in Missoula and one is stationed less than an hour south.

Missoula is called the "Garden City", and is also known as the "hub of five valleys" because five mountain ranges converge around the city. In 2014, the United States Census Bureau estimated the city's population at 69,821 and the population of the Missoula Metropolitan Area at 112,684. Missoula is home to the University of Montana, a public research university.

The climate is semi-arid with cold and moderately snowy winters, hot and dry summers, and crisp springs and autumns. Winters are usually milder than much of the rest of the state due to its location west of the Rockies. Winter snowfall averages 39.5 inches.

Awards and Accolades

Ranked as the 8th Best Place to Live by Livability.com (2014)

Ranked in the top 5 Best Places to Raise Outdoor Kids in Outside Magazine (2013)

The Missoula Marathon was ranked #16 of the World's Best Marathons by Livestrong.com (2014).

SEELEY LAKE RANGER DISTRICT, SEELEY LAKE, MT



The vibrant and charming small town of Seeley Lake lies between the Bob Marshall Wilderness and the Mission Mountains Wilderness. The community of Seeley Lake serves as a gateway to these natural wonders. You will find more spectacular unspoiled nature here than anywhere else in the lower 48 states providing breathtaking experiences by day and relaxing environment by night. The Seeley-Swan valley Chain



of Lakes is connected by The Clearwater and Swan Rivers and The Big Blackfoot River is a world class fishery and the location of Norman Mclean's *A River Runs Through It*.

The waterways, to the prairies, to the peaked vistas, offer all of the scenery, wildlife, and recreation that anyone can imagine. The Crown of the Continent map, a National Geographic project, highlights Geo-tourism in our area. As a four season recreational area, there is always an opportunity to experience something new.

Seeley Lake as the hub of the region is a full service community offering the necessary services, conveniences, and support visitors expect. The community of about 1,600 is located only 60 miles north of Missoula.

SWAN LAKE RANGER DISTRICT, BIGFORK, MONTANA

“Located at an altitude of 2,900 feet in the spectacular mountains of northwestern Montana, the town of Bigfork hugs a sparkling blue bay where the swift waters of the Swan River flow into Flathead Lake. The town of Bigfork is a picturesque and charming place. World class art galleries, fine restaurants, a 27-hole golf course, live theatre, and unique shops can all be found within a quaint Western setting. Located near-by, Glacier National Park, the Bob Marshall and the Mission Mountains Wilderness areas are full of wildlife, and offer endless recreational opportunities for outdoor enthusiasts. Chosen as "One of the 50 Great Towns of the West" and designated as "One of the 100 Best Small Art Towns of the Nation," Bigfork offers you and your family a part of the West that you will never forget.”



Bigfork is a community of about 1,500 located about a 20 mile drive south of Kalispell in the Flathead Valley. Approximately 100,000 people live in the Flathead Valley area. More detailed information about the area is listed below. The Swan Lake Ranger District is within the Flathead National Forest.

The Flathead includes 2,300,000 acres in the Northern Continental Divide Ecosystem. The spectacular glacial mountains feature majestic peaks, lush forests, snowfields, lakes, and alpine terrain. Waters of the Forest flow from numerous mountain streams into the Swan and, Stillwater Rivers.

LINCOLN RANGER DISTRICT, LINCOLN, MT



Set in the extreme end of the Blackfoot Valley near the headwaters of the Blackfoot River, Lincoln, opens the door to some of the best outdoor recreation in Montana. National Forests lands virtually surround the town, and the fabled Scapegoat Wilderness Area lies just to the north. The Bob Marshall/Scapegoat Wilderness Complex sprawls over one and one half million acres of pristine wilderness on both sides of the Continental Divide. Among the vast array of rare animals, the rugged wilderness supports a large population of grizzly bear. The taxidermy display at the Lincoln Ranger Station showcases one of the largest grizzly specimens ever seen in the region.

The Blackfoot River, made famous by Norman Maclean's *A River Runs Through It*, flows from Lincoln to Missoula, and features seventy five miles of blue ribbon trout fishing and some of the best floating in Montana.

Lincoln is a mecca for snow sports. The area offers over 250 miles of groomed snowmobile trails and events and races throughout the winter. The Lincoln area also features in the annual Race to the Sky Sled Dog Race. This grueling 350 mile race runs through some of Montana's most majestic mountains, and right through the town of Lincoln.



As of the census of 2000, there were 1,100 people living in Lincoln,
Whether winter or summer, the wilderness around Lincoln lures visitors back time and time again.

Blackfoot Swan Project Area

THE BSLRP LANDSCAPE

The Blackfoot Swan Landscape Restoration Project (BSLRP) project area comprises some 1.3 million acres in federal, state, and private ownerships. This landscape extends over three National Forests (Flathead, Lolo, and Helena-Lewis & Clark), three ranger districts (Swan, Seeley Lake, and Lincoln) and four counties (Lake, Missoula, Powell, and Lewis & Clark). The topography is diverse, well-watered, and supports among the most complex ecosystems in North America.

The project area is within the larger 18 million acre Crown of the Continent landscape renowned for its unusually high degree of ecological integrity. Essentially all of the native biodiversity present at the time of Euro-American occupancy remains, though not all to its original extent. Native terrestrial and aquatic species are in jeopardy due to invasive plants, exotic fish species, and climate change (Tabor and others 2014).



The three Forest Supervisors consider the Black Swan Restoration Project a high priority. The ongoing full engagement of our District Rangers to the success of the project affirms our commitment.

*Tim Garcia,
Lolo National Forest Supervisor*

Portions of two major sub-basins are comprised within the project boundary. The upper Swan River originates at Graywolf Lake near the Clearwater-Swan Divide and flows northward eventually entering Flathead Lake at Bigfork, Montana. The upper Blackfoot River originates on the Continental Divide near Rogers Pass and flows westward entering the Clark Fork River near present Bonner, Montana. This landscape was highly glaciated with both the Swan and lower Blackfoot-Clearwater watersheds an extension of the Rocky Mountain Trench (Kendy and Tresch 1996). The Swan Valley in particular is noted for its kame and kettle topography that results in numerous potholes, fens and other wetlands (SEC 2004).

The Blackfoot Swan Landscape Restoration Project

The Northern Rockies Region (R1) will soon be advertising for three Interdisciplinary Planning Team Members for the BSLRP. Position Descriptions are attached.

The OUTCOME of this project will be a Record of Decision(s) approving years of high priority restoration work across 1.3 million acres within the Southwestern Crown landscape, based on terrestrial and aquatic biodiversity analyses and the region's uncharacteristic and fire hazard risk analyses (SW Crown).

The SW Crown Line Officers outlined BSLRP's purpose in the Project Initiation Letter.



“The purpose of this project is to reduce the risk of uncharacteristic wildfire and conserve terrestrial and aquatic biodiversity across the Southwest Crown Collaborative (SWCC) landscape, taking into account potential influence of climate change.”

We are using the best available science by working with researchers from the Pacific Northwest Research Station and the Rocky Mountain Research station. We are learning and borrowing from other work across the country to develop the best NFMA approach forward, which will flow well into the NEPA process for this very ambitious project.

The science supporting the ecological importance of landscape scale structure, function, pattern and process is clear. Successional spatial patterns, influenced by disturbance factors, influence many ecologically important processes. The natural range of variability and the future range are essential for reference conditions, along with current conditions and ecological and social consideration to determine desired conditions. However, this knowledge has not been applied to specific actionable projects in Region 1 to date. We have experience implementing projects at the stand scale, but looking at our needs on a 1.3 million acre scale and developing an actionable proposed action is our challenge.

Photo interpretation of pattern, composition and structure metrics is currently used, albeit at a smaller scale, on the Okanagan-Wenatchee National Forest, for projects through implementation. This approach has been tested for over 20 years with numerous scientific publications using an established approach. The team was instructed by the line officers to look for new and innovative means to plan and implement work at a scale commensurate with the disturbance factors of today and projected into the future and they have identified a tested tool to do so. Photo interpretation will allow us to compare historic, current and future successional patch metrics.

Using a tool already implemented on several projects is more efficient than designing a new one. We believe having empirical data, through aerial photos, will aid in treatment planning, analysis and implementation and will facilitate and inform our decision without the need for subsequent NEPA.

We are very thankful to our partners and the Southwestern Crown Collaborative (SWCC) for the inspiration and support from concept to the point we are today for this project. Partners who have used this approach elsewhere liked the tangible way in which they could engage in the process. TNC has taken a leadership role in the use and promotion of this approach in the Northwest.

“The ability to tell the story of why and how the landscape is in its current state, and why we’ve determined a particular future state for the landscape, is extremely important. The value of educating our stakeholders, our investors, the public, and our collaborators... that value is priceless.” (James Dickinson, RG Landscape Ecologist)

The Region and Forest Supervisors want to try new things. We want to test new applications. Products of this process will be the learning in and of itself, which will be documented in lessons learned. We acknowledge and will disclose any limitations to our approach, as we move forward.

Consequently, we are recruiting for abundant talent and experience, committed to, and passionate about collaboration and new ways of doing business. We want to build a team that helps each other be successful, which will make the team successful. We want commitment to innovation, with a landscape perspective, and dedicated to making a real and lasting difference.

All of these positions will be filled as Permanent Regional Office Positions. Transfer of Station will include expenses for moving yourself and your household goods, but not sale or purchase of home(s). Ideal candidates will have expertise and experience in multiple subject areas. This will be a very challenging and complex project AND YOU COULD BE A LEADER IN CONCERT WITH YOUR TEAM MATES IN MAKING THIS CONCEPT A REALITY. Anyone interested should complete the

Figure 1. Part of Jocko Fire Complex - over 21 homes evacuated





attached Outreach Response Form and contact Sandy Mack spmack@fs.fed.us, 406-329-3817 or contact Rich Kehr, Swan Lake District Ranger 406-837-750; Rachel Feigley, Seeley Lake District Ranger, 406-677-3905, and Michael Stansberry, Lincoln District Ranger 406-362-7002.

MEET YOUR TEAM

Board of Rangers



Figure 2. Board of Rangers includes: Rachel Feigley, Seeley Lake RD, Rotating BOR Lead; Rich Kehr, Swan Lake RD, Senior Ranger within the Southwestern Crown; and Michael Stansberry, Lincoln RD, brings Park Service experience to the Forest Service.

Sandy Mack, Team Leader

Sandy Mack was the Forest Service Southwestern Crown Collaborative Liaison Officer since 2011. In April of 2016 she moved into the Team Leader role for the Blackfoot Swan project. Graduating from the University of Montana with a Bachelor of Science Degree in Wildlife Biology and Botany, Sandy’s background flows from seasonal firefighting, stand exams and grizzly bear trapping to the Peace Corps in Honduras. She worked as a District Biologist and Resource Staff Officer for the Forest Service for 8 years in Idaho. She took the opportunity to gain experience as the Environmental Administrator for five hydroelectric dams for a utility company. When her family had the opportunity to move back to her beloved state, Montana, she started her own successful mediation and facilitation business, ‘AQuest Collaborative Solutions’. In 2004 Sandy returned to the Forest Service and has worked in project planning and management across the country and internationally since then. Sandy lives in Missoula, MT with her husband Pete and dog Pinchot, and loves visits with her daughter and son-in-law.





Nick Oscheneek, Project Specialist



Nick is the newest addition to the BSLRP Team, joining the Forest Service as a Presidential Management Fellow. Nick graduated from the George Washington University with a master's in Public Administration and Economics, and his background in team building and project management include internships and work experiences at the U.S. Department of State, the U.S. Department of Justice, and the White House. His passion for conservation and environmental policy led him to the Forest Service, and he dove head first into the world of land management with the BSLRP team. Nick is an avid thru-hiker, rock climber, and surfer. When he's not hiking in Montana's wilderness you can find him enjoying the surf at Brennan's wave in Missoula.

Chip Fisher, GIS Analyst

Chip started work with the Forest Service in 1988 as a firefighter while in college for Engineering at Montana State University. After working on a trail crew for two summers, he switched to Forestry school at the University of Montana (U of M). During Forestry School he did timber stand exams and started working with the Forest Service's Northern Region Ecology Group doing fire history plots. After finishing school in 1993, he worked full time for the Ecology Group doing "ecodata" plots and collecting training data for the region's SILC1 vegetation classification. In 1996 Chip left the Forest Service and got a position as a remote sensing analyst at the U of M doing vegetation mapping, while also pursuing a computer science degree with an emphasis on GIS database development. During this time he also worked on wildlife habitat modeling for the Montana GAP analysis and sage grouse habitat model comparison for the Bureau of Land Management, as well as developed two different sagebrush mapping protocols using high resolution satellite data. In 2003, he returned to the Forest Service as a GIS Analyst for the Helena National Forest, working on several NEPA analysis projects that included travel planning and vegetation restoration. He moved to the Northern Region Geospatial Group in 2006 as a remote sensing analyst doing vegetation classifications, helping complete new vegetation classifications for nearly every forest in the region and teaching GPS classes for the Forest Service and local schools. Chip resides in the Bitterroot Valley with his wife, two cats, a dog and three ducks. Chip and his wife are active in the local community and are currently assisting with a volunteer wolverine survey of the Bitterroot Mountains.





USDA Forest Service
Northern Region

Wade Sims, Aquatic Ecologist



Wade started with Forest Service in 1983 on the Fremont National Forest (NF) where he worked six seasons as a wildland firefighter. After finishing his B.S. degree in Wildlife Management from Oregon State University, he worked as a Fishery Biologist for the Wallowa-Whitman NF for the next 10 years. A move to the Willamette NF followed, where he worked as an Endangered Species biologist and Natural Resources Staff from 2000-2010. This was followed by four years as a District Ranger on the Palouse and St. Joe Ranger Districts in Idaho, before joining the BSLRP planning effort in 2015. Outside of work, Wade enjoys kayaking and riding motorcycles, and keeping pace with his son Zach.

For More Information:

[Blackfoot Swan Landscape Restoration Project](#)

[Southwestern Crown of the Continent](#)

[Restoring fire-prone Inland Pacific landscapes: seven Core Principals. \(Hessburg et.al. 2015\)](#)

[Okanogan – Wenatchee Restoration Strategy](#)

[Anadromous and Coldwater Fish: Fire-adapted and fire-dependent?](#)

[Flathead National Forest; <http://www.fs.usda.gov/flathead>](#)

[Helen-Lewis and Clark; <http://www.fs.usda.gov/helena/>](#)

[Lolo National Forests; <http://www.fs.usda.gov/lolo>](#)

For information about the community: <http://www.kalispellchamber.com/>,
<http://bigfork.org/contents/view/bigfork-montana-chamber> , <http://www.seeleylakechamber.com/> ,
<http://www.lincolnmontana.com/> , <http://www.co.missoula.mt.us/>



**BLACKFOOT SWAN LANDSCAPE
RESTORATION PROJECT
GS-12 Permanent Positions
OUTREACH RESPONSE FORM**

Position Identification

Position Title:
Series/Grade:
Location:

Applicant Information

Name: _____ **E-Mail Address:** _____

Current Title, Series, Grade: _____

Current Organization/Location: _____

Current Appointment: Permanent Temporary Term Not Current Employee

If you are NOT a current permanent (career or career conditional) employee, are you eligible to be hired under any of the following authorities:

- | | |
|---|---|
| <input type="checkbox"/> Reinstatement | <input type="checkbox"/> Person With Disabilities |
| <input type="checkbox"/> Disabled Veteran with 30% Compensable Disability | <input type="checkbox"/> Former Peace Corps Volunteer |
| <input type="checkbox"/> Veteran's Employment Opportunities Act of 1998 | <input type="checkbox"/> Demonstration Project (external recruitment from the general public) |
| <input type="checkbox"/> Other _____ | |

Which Opportunity Are You Interested In:

- Vegetation Management Specialist, GS-401-12**
- Wildlife Biologist, GS-486-12**
- Fire Ecologist Specialist, GS-401-12**

Please feel free to attach a resume and statement of interest to your outreach response.

Applicants May Use This Space to Identify Special Qualifications, Interests, Needs or Provide Other Information:

Please send this completed form to:
EMAIL ADDRESS spmack@fs.fed.us



HOW TO APPLY

When the Official Vacancy is announced all applicants must apply online at www.usajobs.gov. To be considered for this position, interested applicants must apply online by the dates and time listed for the Vacancy.

READ THE ENTIRE VACANCY ANNOUNCEMENT.

It is essential that you thoroughly read and follow all specific instructions detailed in the vacancy announcement listed in USAJOBS (<http://www.usajobs.opm.gov/>) Each vacancy announcement in USAJOBS may consist of different required documents, including (but not limited to) most recent performance evaluation (signed by supervisor and employee and dated within 18 months), college transcripts, most recent non-award SF-50 etc. All required documents must be uploaded as appropriate in order to receive consideration for the vacancy.