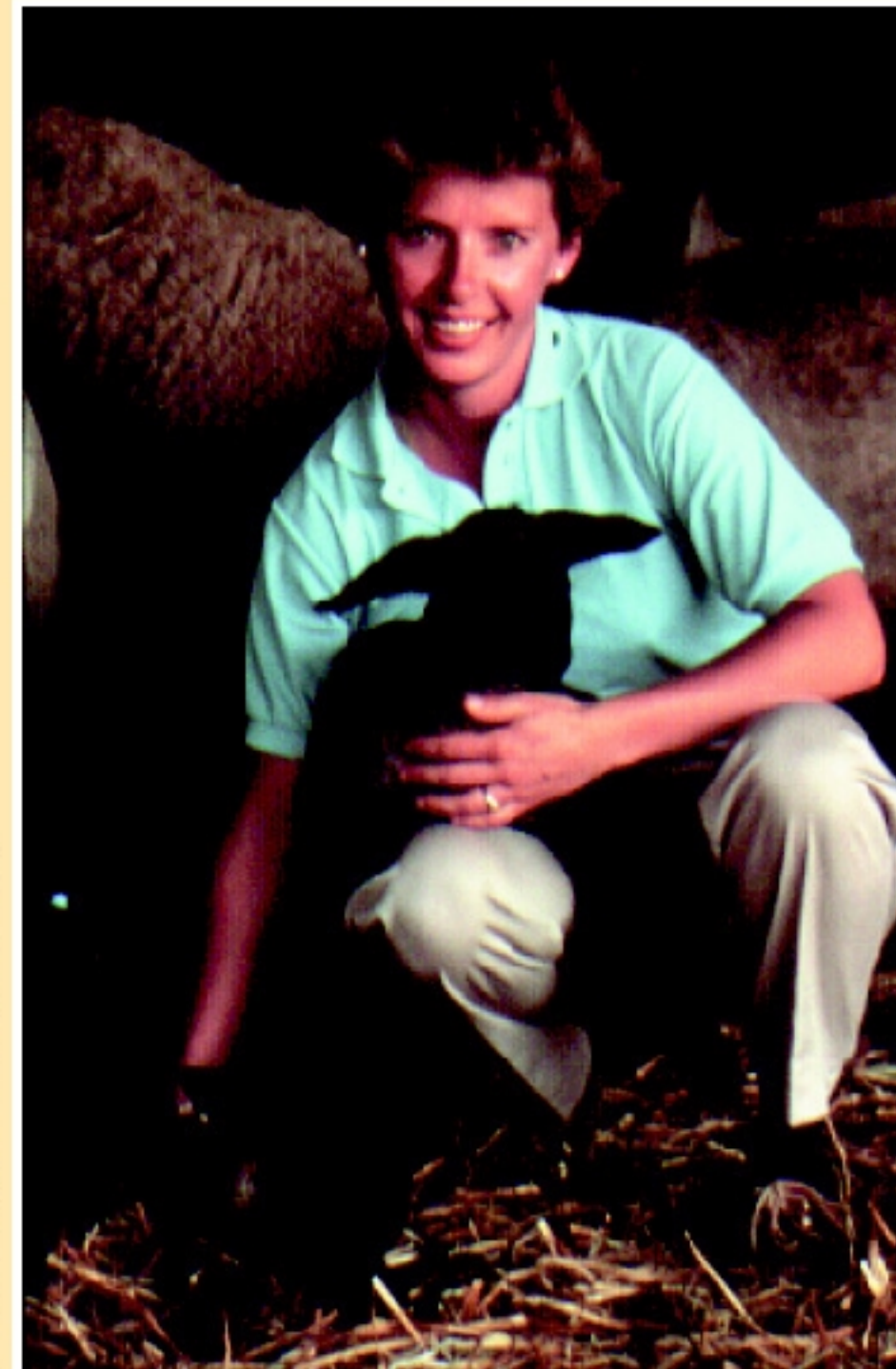
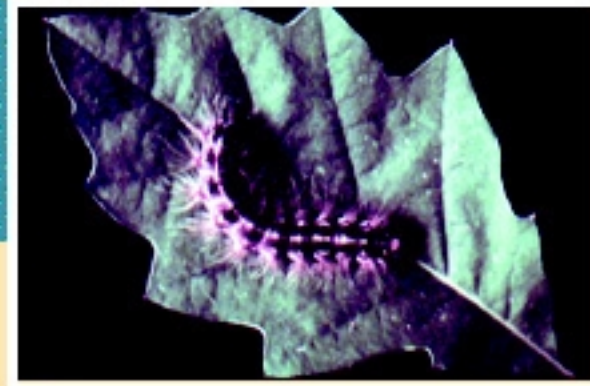


Careers in APHIS: *An Investment in Your Future*



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**United States
Department of
Agriculture**

Animal and
Plant Health
Inspection
Service

Miscellaneous
Publication No. 1487

Issued August 1991
Slightly revised October 1999

Invest in Your Future—With APHIS



Invest in your future with a career in the Animal and Plant Health Inspection Service (APHIS)—a dynamic, innovative agency of the U.S. Department of Agriculture. You can help prevent or eliminate plant and animal pests and diseases that threaten the production of food and fiber or endanger human health throughout the world. Or you can focus on such crucial concerns as protecting the environment, ensuring humane treatment of animals, or reviewing and assessing the potential impacts of field-testing genetically engineered organisms.

APHIS employees work cooperatively with farmers and ranchers, industry representatives, officials

from State and local governments, professional organizations and interest groups, and people in foreign countries who are also concerned about protecting agriculture. Our people enjoy the challenge and stimulation of working with a peer group of nearly 6,000 scientists, laboratory and field technicians, and administrators in the United States and abroad.

This brochure explains how you can devote your talents and interests to an APHIS career—one where your contribution will be vital to achieving APHIS' mission: protecting American agriculture.

Working Across the Continent and Around the World



Picture yourself as an APHIS employee working virtually anywhere in the United States or in 1 of more than 30 foreign countries. You might cross public lands on horseback looking for tick-infested cattle or go to farms and ranches to investigate a disease outbreak. Or you could find yourself visiting the campus of a major university to negotiate a cooperative agreement or analyzing human resources needed for an office in the Nation's capital. Imagine being the first to apply new biotechnology and biological control techniques to fight plant pests and animal diseases.

Or perhaps the idea of working with ranchers in the Rocky Mountains to help them reduce the threat to their livestock from coyotes, mountain lions, and bears appeals to you.

Can you see yourself peering at tissue samples through a microscope or teaching Haitians how to control African swine fever? Maybe you would prefer to inspect international cargo at a major airport or seaport and be responsible for determining what fruits and vegetables or animal products may be brought into this country in passenger luggage or containerized cargo. If you are interested in animal welfare, you might choose to be one of our inspectors, checking on animal care conditions at horse shows, pet breeding facilities, or research laboratories.

And these are just some of the jobs available with APHIS!



Animal Health & Veterinary Medicine



APHIS veterinarians help prevent disease, monitor animal care practices, or conduct studies in epidemiology. They collect and analyze data to support computerized disease surveillance or develop regulations concerning genetically engineered organisms. Our veterinarians work directly with livestock producers to combat diseases such as brucellosis and pseudorabies, or train others in aspects of public veterinary medicine.

They are involved in testing and licensing animal vaccines or doing laboratory studies on animal diseases. They serve at ports to keep foreign animal diseases out of the United States or inspect the

care and treatment of animals at research facilities, breeding stations, zoos, circuses, and horse shows.

Because APHIS programs are carried out both in this country and abroad, some agency employees have opportunities to work in unusual locales. We hire individuals with credentials in:

- Veterinary medicine,
- Animal science,
- Animal welfare, and
- Epidemiology.

Biological & Physical Sciences



Most APHIS employees work in the biological and physical sciences. They can be assigned to a border post to ensure that plant pests and animal diseases do not accidentally enter this country. They may join the "Beagle Brigade" and work with dogs trained to sniff baggage to detect prohibited agricultural products. And they work as biologists, using integrated pest management techniques to fight insects that attack crops and livestock.

APHIS hires wildlife biologists to minimize damage from wildlife, such as coyotes preying on a

rancher's livestock or birds colliding with a commercial airplane. Some of our scientists are virologists; they identify pathogenic organisms in serum taken from sick animals. Others are microbiologists; they check the quality of serums and vaccines used to fight animal diseases.

Our people test tissue, soil, and product samples for the presence of toxins, and they establish regulations to minimize damage caused by the introduction and spread of foreign pests and diseases. APHIS entomologists work with the biological control of plant pests, thereby helping to protect the environment through reducing America's dependence on chemical pesticides.

Some of the agency's wildlife biologists study the behavior and population dynamics of endangered species to develop ecologically sound methods of balancing their needs against those of people.



APHIS' weed scientists research ways to control noxious plants. With advanced training in molecular biology, APHIS biotechnologists critically review and assess the environmental impacts of field-testing the most current genetically modified organisms.

APHIS' biologists and physical scientists contribute their talents in disciplines such as:

- Analytical and organic chemistry,
- Bacteriology,
- Biology,
- Botany,
- Entomology,
- Environmental sciences,
- Microbiology,
- Molecular genetics,
- Plant pathology,
- Toxicology,
- Virology, and
- Wildlife biology.

Management, Administration, & Public Affairs



Several hundred nontechnical specialists keep APHIS running smoothly and make practical use of burgeoning technology in data storage and retrieval and electronic communication. They help set or refine policy or supervise field operations. They interpret and enforce regulatory requirements or participate in activities to promote workforce diversity and development. They evaluate spending practices to ensure efficient use of public funds or streamline operations through automation. They communicate to Congress and the public about APHIS' activities.

Most of these professional management opportunities are found at agency headquarters in the greater Washington, DC, area. Professional and administrative career fields include:

- Budget and financial management,
- Computer systems analysis and programming,
- Communications and public affairs,
- Information management,
- Human resources management,
- Purchasing and property management,
- Political science and public administration,
- Training and employee development, and
- Policy and economic analysis.

Looking Toward Your Future With APHIS

Personal Development and Career Advancement

APHIS' career employees enjoy opportunities for individual development. The agency provides some tuition assistance so employees can pursue advanced education or participate in a variety of programs that promote self-improvement, training, and career advancement. The ever-present need for strong, proficient leaders and managers drives the need to develop and promote APHIS professional and technical employees.

Equal Employment Opportunity

APHIS is determined to recruit and advance qualified employees from all cultural and ethnic backgrounds. Human relations and sensitivity training helps our people work smoothly with peers from different backgrounds. Employees are considered for appointment, promotion, and other worklife opportunities based on their own merits without regard to race, color, national origin, gender, religion, age, disability, political beliefs, sexual orientation, or marital or family status.

Paid Vacation and Holidays

New APHIS employees earn over 2 weeks of paid vacation time each year. They can take time off as they earn it or carry it over from one year to another. Vacation leave increases after 3 years of employment and again after 15 years' total employment. In addition, APHIS employees get time off on all 10 Federal holidays. They also accrue sick leave, which can be used for illnesses and for time away from work due to medical examinations or treatment. There is no limit on the amount of unused sick leave employees can carry over from year to year.

Health Care Coverage and Life Insurance

APHIS employees can select from among several health insurance plans. New employees can obtain coverage without a physical examination and cannot be denied coverage because of preexisting conditions. In addition, APHIS employees can obtain group life insurance that offers various levels of coverage at modest cost. A substantial portion of the cost of health insurance and life insurance is paid by the Government.

Retirement Plan

Federal retirement benefits feature a portable, Social Security-based annuity program supported by Government and worker contributions. Employees may supplement their future retirement income by participating in the Thrift Savings Plan, which offers the advantages of an individual retirement account. The Government contributes proportionately to Thrift Savings accounts based on how much money the worker has contributed. Under the Plan's supervision, these accounts can be invested in one of several types of mutual funds.

Flexible Work Schedules

When the work of the agency is conducted outside an office setting, employees' schedules respond to unique job requirements and are designed to meet job demands and their personal needs. Workers stationed in offices or laboratories can usually vary their daily work hours, work four 10-hour days per week, take variable days off, or choose other flexible schedules with supervisory approval.

APHIS: Bank on It

Variable Workplaces

APHIS employees work in many locations—from Government buildings to busy international airports, foreign countries, sophisticated laboratories, or livestock markets. They may even use their homes as their base of operations if they work in a remote field assignment. Some employees whose jobs are portable link up with the agency's computer network via phone lines and work some days of the week from their homes.

Quality of Worklife

The combination of generous benefits and progressive personnel policies gives APHIS employees an unusually high quality of worklife. The agency strives to develop strategies that anticipate employee needs and contribute to their well-being. For example, APHIS provides:

- Free, confidential counseling services to employees with personal, family, or financial problems;
- A leave donation program so employees can help coworkers who are stricken with major illnesses or personal emergencies; and
- Opportunities for employees to participate actively in policymaking through task groups and team-building experiences.



APHIS pays big dividends on your investment of time and talent. We encourage you to study the leaflets inside the back cover of this brochure for more specific information about applying for positions with APHIS. We look forward to hearing from you!

Equal Opportunity

All APHIS employment is based on qualifications without regard to race, color, national origin, gender, religion, age, disability, political beliefs, sexual orientation, or marital or family status.

APHIS is actively working to meet the Federal Government's goal that the Federal workforce will mirror the gender, ethnicity, and profile of the overall U.S. civilian workforce. Minorities, women, and people with disabilities are strongly encouraged to seek APHIS positions for which they are qualified.

