

Position Classification Standard for Immigration Inspection Series, GS-1816

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SERIES COVERAGE

This series includes inspection or examining work involving the enforcement and administration of laws relating to the right of persons to enter, reside in, or depart from the United States, Puerto Rico, Guam, and the Virgin Islands. Inspection work requires knowledge of laws, regulations, procedures and policies concerning entry of persons to the United States and eligibility for various benefits under the immigration laws; ability to acquire information about citizenship and status through interviewing persons and examining documents; ability to make sound decisions to enter or exclude aliens from the United States and to determine eligibility for benefits under the immigration laws; and sound judgment in detaining or apprehending persons at the point of entry who are violating immigration or other laws.

This standard supersedes and is to be substituted for the standard for the Immigrant Inspection Series, GS-1816, issued in December 1959.

EXCLUSIONS

1. Positions that primarily involve professional legal work in examining persons who apply for naturalization to determine their eligibility for citizenship are classified in the [General Attorney Series, GS-0905](#).
2. Positions that primarily involve the use of investigative methods, techniques, and skills are classified in the [General Investigating Series, GS-1810](#), or in the [Criminal Investigating Series, GS-1811](#).
3. Positions that primarily involve detecting and preventing the smuggling or illegal entry of aliens across the international boundaries and through seaports of entry; detecting and apprehending aliens who have entered legally but have since violated their status; detecting and apprehending aliens who, having entered illegally, have successfully arrived at interior points of the United States; and enforcing the criminal provisions of the Immigration and Nationality laws irrespective of the nationality of the violators are classified in the [Border Patrol Agent Series, GS-1896](#).

SPECIALIZATIONS AND TITLES

The titles for nonsupervisory positions in this occupation are:

- Immigration Inspector
- Immigration Examiner

Immigration Inspectors deal with persons who seek temporary or permanent admission to the United States or the privilege of residing in or passing through the United States.

They also examine certain applications from persons who seek various benefits and privileges in connection with rights to enter, reside in, or depart from the United States. Inspection work also involves preventing the entry of persons who are ineligible to enter the United States and apprehending persons who violate immigration laws.

The title Immigration Examiner is used for positions which involve as their primary function examination of very difficult and complex applications for benefits and privileges stemming from entry to, residence in, or departure from the United States.

The titles of supervisory positions are:

- Supervisory Immigration Inspector
- Supervisory Immigration Examiner

To evaluate supervisory positions in this occupation, refer to the [General Schedule Supervisory Guide](#). Caution must be exercised in applying the Guide. The nonsupervisory employees in this occupation typically work with an unusually high degree of independence and without close review of their work. The responsibility of supervisors in this occupation is consequently more restricted in some ways than is typical in supervisory positions in many other occupations covered by the Guide.

EXPLANATORY STATEMENT

Immigration inspectors and examiners constitute one part of the total enforcement function of the Immigration and Naturalization Service. In cooperation with immigration investigators and border patrolmen, the inspector or examiner develops and follows up on information concerning alien activity, e.g., passes along information to others and pursues leads given to him. Thus, incumbents of positions in this occupation are aware of and alert to the total responsibility for considering any of the operations that relate to compliance with or enforcement of the Immigration and Nationality law. Immigration inspectors are law enforcement officers who are charged with the responsibility of apprehending persons who violate immigration laws.

All persons entering the United States must present themselves for inspection. Aliens who enter without inspection, or who perjure themselves, or who gain entry through false and misleading statements or documents violate criminal provisions of the law and may be apprehended and subjected to deportation.

Inspections are made at land border ports, aboard incoming ships and trains, and at airports both in the United States and other countries where preflight inspections occur. Examination of applicants is performed at various offices of the Immigration and Naturalization Service, including ports of entry and inland offices.

Basic authority and responsibilities

Immigration inspectors and examiners are responsible for facilitating the entry of persons who are fully qualified for admission into the United States. They are responsible for recognizing, and have the authority to prevent the entry of, persons who are ineligible to enter under the Immigration and Nationality law. Under certain conditions, they also determine eligibility for departure and are responsible for preventing the departure of ineligible persons.

The laws governing entry to the United States are many and complex. They provide many conditions under which entry may or may not be permitted, and the decision usually depends upon a substantial number of considerations. These include the applicant's nationality, the validity of the documents he presents, his family and employment status, educational background, social and political associations, and any criminal record. They also include the portion of the law which relates to the case, e.g., whether or not the applicant is an immigrant or a nonimmigrant, and the preference category which applies to the application. The inspector must determine the sense of the applicant's request, e.g., he must decide if the applicant's appearance, attitude, plans, financial status, etc., are consistent with the stated purpose of entering the country.

Immigration inspectors must conduct inspections quickly, effectively and pleasantly with people of all social and cultural levels, both citizen and alien. These inspections require the ability to observe the individual and the total situation instantly and they require the competence to use seasoned judgment in evaluating each case. Immigration inspectors make immediate decisions which have a significant impact on the individual and all others involved in the case, e.g., the individual's family, business associates, employer, school, etc. An inspector is the first person an alien sees and talks to upon arrival in the United States. The inspector's behavior is important in forming the impression and attitude of the alien toward the United States.

The immigration inspector's or examiner's decision to admit a person to the United States is, for all practical purposes, final and not subject to supervisory or administrative review. The immigration inspector's or examiner's decision not to admit an applicant may be subject to further review and decision by a Special Inquiry Officer. Such further review and decision is made if requested by the person seeking to enter.

The inspection process

Inspection work includes several distinct phases, which may be identified as: Preliminary screening of persons; primary inspection of persons and documents; and examination of applications. It should be noted that, in various places, the terms used to identify the phases of the inspection process vary. In this standard, these terms are used for editorial convenience because they are in line with current official inspection guidelines. However, in order to apply the standard, the substance of the process involved in actual work assignments is more important than the particular terms used, as a convenience, to identify the process.

In larger ports of entry, inspection work assignments are often specialized according to these phases. In most ports, assignments to the various phases of inspection are made on a rotating basis.

a. Preliminary screening involves an initial inspection with the aim of quickly determining, by questioning and observing the individual and by reviewing his identifying papers, whether an applicant may be admitted without further formality or whether there are questions or indications of problems that require more detailed examination. Screening for immigration purposes involves a determination of nationality and admissibility, including a determination of whether the applicant is entitled to a waiver of visa or passport requirements. Individuals who present entry problems that cannot be resolved immediately through direct questioning are referred to other inspectors who perform a more detailed inspection.

Preliminary screening techniques are used at ports of entry which have a heavy volume of traffic. Assignments of inspectors to this type of work are usually part of a sequence of assignments which includes other aspects of immigration inspection work as well. Preliminary screening work of this type when performed by itself and not combined with the more intensive inspection work is of less grade-level value than primary inspection work.

Preliminary screening for immigration purposes is often combined with similar preliminary screening for customs, public health, or agricultural purposes. After a period of training, an immigration inspector, or an inspector for one of the three other services, may perform preliminary screening for all of the services. This involves making judgments such as whether individuals may be allowed to enter or should be referred to the appropriate service for more detailed examination. Assignments to this kind of screening are usually part of full performance level positions. The additional duties and knowledge required to perform these assignments are not, by themselves, of more grade-level value than regular primary inspection work as described below.

b. Primary inspection is a more detailed inspection of applicants for entry to the United States. It involves more intensive questioning and study of citizenship, travel, and entry documents in detail, along with other information, as needed, gathered from other sources (e.g., local birth records, church baptism records) or information made available by investigators, the Border Patrol, or other State and local law enforcement offices.

Primary inspection carries the inspection process to one of three conclusions: permitting the individual to enter the United States; refusing permission to enter; or possibly referring the case to a Special Inquiry Officer. Permitting the individual to enter may involve invoking discretionary or statutory waivers of grounds of excludability. Refusing permission to enter may involve deferring inspection, paroling the applicant, temporarily excluding the applicant, or detaining or refusing a landing permit in the case of a crewman. Question and answer statements under oath, in writing, may be taken to support a referral to a Special Inquiry Officer.

Primary inspection as described here is used either by itself or with preliminary screening techniques. When used with preliminary screening, it is that kind of inspection that is given

when a preliminary screening inspector has been unable to complete the immigration part of the inspection for any reason.

A limited form of primary inspection may be used at some ports of entry, e.g., at ports which do not admit aliens with visas, or at ports which admit only crewmen from vessels. However, such ports are manned by intermittent inspectors or officers of other agencies designated as immigration inspectors.

The duties of the inspector and examiner include responsibility for recognizing and taking appropriate action concerning specific individuals who have been made the subject of "wanted" or special attention notices. Such notices are circulated throughout the Immigration and Naturalization Service. They identify persons known to be ineligible who may attempt to enter the country, known subversives and anarchists, known criminals, violators of immigration laws, persons who are sought by other Government agencies, and similar types of persons warranting special attention or apprehension during the inspection process.

c. Examination of applications is an important specialized function which sometimes constitutes a full-time work assignment. In other situations, it is performed by inspectors on a part-time basis when there are lulls in the primary inspection workload. It involves reviewing and reaching decisions on applications for privileges and benefits in connection with entering, residing in, or departing from the United States. This may involve a thorough review of all pertinent documents and rendering a decision in light of the information in the records. It may also involve, in addition to study of documents, a detailed interrogation of the applicant or petitioner and other individuals in the presence of the applicant's or petitioner's legal representative to gather evidence and hear testimony bearing upon the decision. Examinations may also include study of precedent administrative and judicial decisions and application of these to the facts at hand, or may include a determination to request a full investigation before making a decision.

Many of the applications involve discretionary authority. In these cases, the inspector or examiner must exercise good judgment and be able to assess favorable and unfavorable factors to determine whether or not to grant the application. He must observe due process to ensure fair and impartial determinations. Most decisions are subject to administrative appellate and court review.

CLASSIFICATION CRITERIA

The classification criteria used in this standard are Assignment Characteristics and Level of Responsibility.

Assignment characteristics

This describes the difficulty of the inspection or examination work assigned; the kinds and variety of assignments; the inspection process involved; the categories of citizens and aliens with which the inspector deals; and the kinds and complexity of examination of applications work

assigned. Assignments range from on-the-job training assignments under close supervision to independent consideration of the most difficult applications examination cases requiring intensive interrogation of persons involved, and intensive study and application of legal precedents to complex facts.

Level of responsibility

This describes the nature and extent of supervisory guidance and review received; the knowledge and understanding of immigration and nationality laws and procedures needed; and the judgment and independence of operation required. Levels range from close, detailed supervision to positions that involve independence of operation in making complex determinations and judgments.

Knowledge, skills, and abilities required

The kinds and levels of knowledge, skills, and abilities required are not treated separately in the grade-level descriptions. They are reflected in the discussion of the other classification factors.

Many positions in this occupation require ability to learn, to speak, and to read one or more languages in addition to English. The exact language requirements differ from place to place and may constitute one element in selective placement actions to fill positions in the occupation.

Positions in this occupation require knowledge and understanding of the laws, regulations, decisions, and instructions pertaining to the admission to or exclusion of persons from the United States and the approval or denial of applications and petitions involving a variety of benefits and privileges under the immigration laws.

Employees who are inspecting applicants for admission or for less complex benefits or privileges must be able to apply these knowledges to specific cases rapidly and consistently. They must be able to make accurate judgments and decisions which are well-grounded on the facts and the law in a minimum period of time and without unnecessary formalities. Employees handling more complex cases must be able to assemble facts including questioning; make inferences from appearance, mannerisms, etc; examine and evaluate a variety of documents; apply applicable laws, regulations, procedures, and administrative and judicial precedent decisions; take testimony; and prepare well-reasoned decisions.

This occupation requires the ability to explain decisions and procedures clearly and to gain cooperation from others who must provide the needed information. Also important is the ability to elicit and analyze information that is wanted by local or nationwide law enforcement agencies, and to take sworn testimony which may be used in criminal or administrative proceedings.

There is an element of hazard in some immigration inspection work in connection with the apprehension of persons who violate immigration laws. The reaction of such persons is unpredictable and the inspector must be alert to threats to himself or to others. The element of hazard in some immigration inspection work makes demands on the skills and judgment of the inspector and has been considered in the evaluation factors covering these positions.

NOTES TO USERS

1. Entrance-level positions

Users should consider the following in applying the grade-level criteria to entrance-level positions. Grade-level criteria for training and developmental positions are provided in this standard at grades GS-5 and GS-7. However, persons who have potential to learn this work but less experience, education, or training than expected at grade GS-5, may enter the occupation at grade GS-4.

Trainees who enter at grade GS-4 attend training sessions which are designed to familiarize them with the immigration inspection environment. As training progresses, they may perform very limited assignments under constant close supervision and step-by-step guidance.

2. Variations in immigration inspector assignments

The GS-5, GS-7, and GS-9 grade-level pattern depicted in this standard reflects a work assignment pattern in which immigration inspectors are trained, prepared, and advanced to carry out full working level responsibilities in the immigration inspection program. However, there are work situations in which management practices, organization patterns, the seasonal nature of the work, or other factors result in a different pattern of assignments. Such situations must be analyzed carefully to determine the effect of such differences on the grade level of the positions concerned. For example, in work situations where immigration inspectors do not exercise the full and independent responsibility for carrying out inspection assignments or where the assignments involve less than full primary inspection described above, these differences must be taken into account in determining the proper grade levels of individual positions. In such work situations, the use of grade GS-8 may be appropriate. To help assure proper evaluation of these situations, the following discussion illustrates the kinds of work assignments and responsibilities that are likely to call for use of the GS-8 grade level.

Immigration inspectors may be assigned at a working level involving independent performance of inspection work that is limited as to the range of inspection functions performed, or the extent of authority exercised, or in similar ways. The assignments are more difficult than those at the GS-7 level because the employee performs inspection work rather than developmental assignments. This level typically may include three kinds of positions:

- a. Positions which require less than full technical knowledge: Such positions are located in small ports which have a limited variety of admissions and departures. Employees perform primary inspection of commuters, summer residents, or alien visitors who live in the adjacent area and other persons who cross the border regularly. They are not normally required to consider such applicants as permanent resident aliens, diplomats, or foreign students.

- b. Positions which require less than the full scope of primary inspection or less than all elements of the inspection process: Such positions are located in many ports. Typical of this kind of position are seasonal or other employees who are assigned preliminary screening duties as described above or limited primary inspection only.
- c. Positions which require performance of less than the full inspection process: Such positions are located at ports where admissions are limited, e.g., inspection of all applicants except aliens requiring visas, and inspection of crewmen from vessels who are permitted short visits in the United States. Inspectors at such ports refer all other applicants to larger ports authorized to process them.

These kinds of assignments will probably warrant classification at grade GS-8.

GRADE-LEVEL DEFINITIONS

IMMIGRATION INSPECTOR, GS-1816-05

This is an entrance and training level. New employees are given limited task assignments as well as on-the-job training designed to prepare them for work at higher grade levels. The new employee typically accompanies, observes, and assists a more experienced employee in one or more of the inspection processes, under close supervision.

IMMIGRATION INSPECTOR, GS-1816-07

Assignment characteristics

This is a developmental level at which employees receive training in the actual performance of inspection and examining work typical of higher grade levels. Assignments are selected to ensure the development of the employee's skills so he will be ready to take on the full responsibility of work at the higher grade levels. The assignments at this level are more difficult than those at the GS-5 level because the employee is involved in performing actual inspection work rather than limited tasks or parts of the inspection process.

GS-7 inspectors attend training classes, participate in agency correspondence training courses, or are instructed through work under the direct guidance of an experienced instructor. They receive a combination of formal and on-the-job training in both the inspection and enforcement phases of the work. As an example, in addition to the kinds of tasks assigned at the GS-5 level, the GS-7 level involves actual performance of the simpler kinds of inspection or independently drafting written recommendations on the less complex cases. Assignments increase in variety and complexity and eventually include the full range of duties typical of higher grade levels.

Level of responsibility

The supervisor gives assignments to the GS-7 employee with detailed explanations of policies, procedures, actions and forms involved. The GS-7 inspector has advice and assistance in solving problems always available.

As the employee learns more about the immigration laws and techniques of dealing with people, the supervisor lets him conduct inspections while he observes the employee's work. The supervisor reviews the employee's action on each case and suggests points for improvement. As the developmental period progresses, supervision is lessened and the employee is required to assume responsibility for more unreviewed inspection work.

IMMIGRATION INSPECTOR, GS-1816-09

Assignment characteristics

GS-9 inspectors perform the full range of primary inspection functions, as compared to the limited range of functions performed at GS-7. GS-9 inspectors deal with cases involving a wide variety of categories of citizens and aliens applying for admission to the United States. This includes the various types of entry or exclusion actions that may affect them.

Primary inspection is detailed inspection of persons who apply for entry into the United States and their documents and records, The GS-9 inspector evaluates all of the information available and makes judgments and conclusions on such points as whether the applicant has the financial means to accomplish the purpose for which he seeks entry, whether his travel documents are valid, whether his classification under the immigration laws is appropriate for what he plans to do; and whether he is admissible under those laws, Primary inspection carries the inspection process to the conclusion of granting or denying the person entry to the United States.

The inspector must explain his decision, his reasons for it, and the implications in terms of the person's status and rights. He notifies the person of his appeal rights whenever there is a denial. To a greater extent than GS-7 inspectors, GS-9 inspectors apply a comprehensive knowledge of immigration laws and procedures.

The GS-9 level also includes inspectors who are responsible for examining a wide range of applications which require a good working knowledge of immigration laws, regulations, administrative procedures and precedent actions. The inspector must use good judgment in applying laws, regulations and procedures to cases, most of which are clearly covered by the guidelines and precedents.

Examination of applications involves review of the application, supporting documents and official files. It also entails review of administrative decisions which involved similar problems. Interviews and investigations may be necessary for confirming information in the record. The case records examined normally contain primary evidence (birth certificates, marriage

certificates, court papers, etc.) that directly reflects the status of the applicants. Applications examined pertain to many categories of immigrants and nonimmigrants.

Typical of applications examined under the conditions and controls described at this level are the following:

- Visa petitions for immediate relatives of citizens.
- Visa petitions for spouse or unmarried children of resident alien.
- Extensions of temporary stay in the United States.
- Replacement of alien registration card.
- Issuance and extension of re-entry permits.
- Landing permits for crewmen of vessels.
- School or exchange program transfers.
- Permission for alien students to seek employment.

Level of responsibility

The flow of work requires that inspectors at this level perform almost all of their duties and reach decisions on the basis of their knowledge and judgment without reference to the supervisor. They may seek guidance for situations that they have not encountered before.

GS-9 inspectors are responsible for determining the eligibility of a variety of persons who want to enter or remain in the United States. They must use ingenuity to get the information they need. Many of the people contacted are unfamiliar with immigration procedures. Others try to take immigration actions which are illegal. Inspectors must question the person, and, in some instances, the applicant's representative and other persons connected with the case. The interviews are necessary to get facts and to confirm information given in the application.

GS-9 inspectors have responsibility for drawing inferences and making decisions about the entry of people into the country based on the total fund of information gathered from interviews, records and documents. Their decisions are made under current rules and procedures and in light of their study and knowledge of the immigration laws and precedent cases. GS-9 inspectors must carefully explain their decisions and seek the cooperation of the people affected by them. The determinations made by inspectors at this level on immigration inspection and application examination work are not subject to challenge by the applicant except by means of formal appeal.

IMMIGRATION EXAMINER, GS-1816-11

Assignment characteristics

GS-11 immigration examiners are assigned complex applications examining cases. The work at GS-11 involves intensive inquiry into facts, laws, and precedents and use of seasoned judgment to resolve sensitive issues. It requires real skill in dealing with people, and in making, explaining, and defending judgments and decisions on complex issues. Some GS-11 examiners are also assigned to primary inspection work occasionally. These positions are usually found at offices where the volume of complex cases of the kinds described below is sufficient to require virtually full-time assignment of employees to applications examining work.

By comparison with the GS-9 inspector who examines a variety of applications, the GS-11 examiner must reach decisions on more complex and sensitive cases, requiring a more intensive knowledge of immigration laws and precedent cases than is required for most cases assigned at the GS-9 level. He must use sound judgment in applying precedents and regulations to areas not clearly or directly covered. Because of the nature of cases assigned at this level, his conclusions and decisions frequently have an important and far-reaching impact, both for the individual applicants involved and from the standpoint of setting precedents in the field of immigration policy and administration.

The following are examples of some of the kinds of applications which regularly require the types of knowledge and judgment of factors typical of the GS-11 level. With each example is an indication of some of the issues and determinations which may be involved in individual cases. These issues or equivalent issues do not necessarily peg cases at the GS-11 grade level. Cases of these types are examples of the GS-11 level when they regularly involve the considerations outlined above.

1. Application for change of status from nonimmigrant to permanent resident. -- Cases of this kind often involve consideration of any possible grounds of exclusion from the United States, verifying refugee or preference status, the need for a detailed personal interview, or for an investigation to verify information in the application.
2. Applications from foreign officials for adjustment of status to permanent residence rather than return to their home countries. -- Cases of this kind often involve sensitive relationships between countries, potential political implications as well as normal considerations of eligibility for adjustment.
3. Visa petitions to bring orphans to this country for adoption.--Cases of this kind often involve consideration of whether the child has no parents or one parent, ability of applicant to support the child, the application of foreign and domestic adoption laws, and issues of citizenship of the adoptive parents.
4. Visa petitions for professional or highly skilled immigrants or for needed skilled or unskilled workers to reside and work in the United States.--Cases of this kind often involve questions

of the state of domestic labor supplies, qualifications of the alien, status of sponsor, and authenticity of documents presented.

5. Visa petitions to bring persons of distinguished merit and ability to the United States to work temporarily (e.g., accomplished performers, artists, actors, musicians. etc.). -- Cases of this kind often involve consideration of availability domestically of similar talent and attainment, the kind of work to be performed, whether the work is actually temporary, proposed length of stay, evaluation of evidence of distinguished merit and ability of the alien, and liaison with unions and other interested sources.
6. Waivers of exclusion of aliens ineligible for admission on medical, criminal, or mental grounds, or because of procurement of documents or entry by fraud or misrepresentation. -- Cases of this kind often require consideration to determine if earlier impediments have been removed, the existence of mitigating or humanitarian factors, or questions of safeguards to the public and hardships to citizen or resident sponsor.
7. Applications from exchange visitors seeking waivers of foreign residence requirements. -- Cases of this kind often involve determining hardship on citizen or resident spouse or child, and possible political implications in the home country.
8. Application for permission to reapply for entry to the United States after deportation. -- Cases of this kind often involve review of the deportation action, evidence of the applicant's rehabilitation, the applicant's relationships to citizens or residents and hardships on them, and other mitigating circumstances.
9. Applications from schools in the United States seeking approval for alien nonimmigrant students to attend. -- Cases of this kind often involve determination of fee, investigation of school's license and accreditation, interview of applicant, check with local, State and Federal education offices and investigation and evaluation of conditions at the school's premises.
10. Cases involving breaching of bonds which guarantee that the alien will abide by certain conditions. -- Cases of this kind often involve determination as to whether there has been a substantial violation of the stipulated conditions, fixing the date on which the violation occurred, and notification to surety company of decision declaring bond breached or canceled.

Applications assigned at the GS-11 level, such as those outlined above, involve, on a regular basis, difficult problems and interpretations substantially beyond those assigned at the GS-9 level. GS-11 assignments typically involve most of the following types of considerations:

- Cases as signed are so complex that they require an intensive interview or formal hearing to gather facts not typically available in the records and to confirm information available from other sources. In such sensitive and controversial cases, the interview or hearing is typically conducted under oath, and a verbatim record is made of the proceedings.

and

- Cases are of such significance and scope and involve such complex issues that an attorney or other representative is often present during the interviewer hearing to advise and represent the applicant.

and

- The examiner's decisions involve issues that are complex and subject to varied or conflicting interpretation. Hence, the examiner's decision rests on his interpretation of facts and his choice among several alternate interpretations of guidelines and precedents which are subject to dispute and disagreement.

and

- Decisions of the examiner involve questions that require an interpretation of law in complex cases in which precedents are not clear, or directly applicable.

and

- The examiner decision rests, in part, on acceptance of secondary evidence, as opposed to primary evidence only, e.g., he must evaluate affidavits by individuals alleging personal knowledge of facts of birth, and determine if they are valid substitutes for allegedly unavailable birth certificates. This may involve getting and evaluating further information to enable the examiner to form a conclusion about the validity of the application regarding the date or place of birth, or parentage.

and

- Decisions on applications assigned to the GS-11 examiner often set precedents that are published for guidance of all immigration offices, attorneys, government officials, and the general public.

Level of responsibility

GS-11 examiners perform most assignments on complex and sensitive applications examining work with considerable independence. The examiner discusses highly unusual cases with the supervisor. However, GS-11 examiners, unlike GS-9 inspectors, are considered experts in the areas of their subject-matter specializations. Their judgments are usually accepted as final and complete and, therefore, they perform almost all of their assignments without reference to their supervisors.

GS-11 examiners exercise mature judgment and extensive authority beyond that of the GS-9 inspector. Many cases present apparently conflicting principles and precedents. Because of the complex and sensitive nature of these cases and the impact of his decisions, the GS-11 examiner must use advanced knowledge, skill, and reasoning ability to resolve assigned cases.

In gathering facts and forming the basis for judgments in these sensitive cases, GS-11 examiners must exercise even more expert interviewing skills than the GS-9 inspector. He must retain control of interviews and hearings. Because of the nature of the cases he is regularly assigned, the GS-11 examiner, more than the GS-9 inspector, must be aware of possible diplomatic involvements affecting or resulting from his decisions.