
U. S. Department of the Interior
Office of Surface Mining Reclamation and Enforcement



**CAREER
OPPORTUNITIES**

This booklet provides basic information concerning career opportunities within the U.S. Department of the Interior's Office of Surface Mining Reclamation and Enforcement (OSM). The booklet's purpose is to provide answers to many initial questions; more detailed inquiries should be directed to OSM's Division of Human Resources, contact information for which is given in the back of the booklet.



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Introduction: OSM's Mission and Vision

The Office of Surface Mining Reclamation and Enforcement (OSM) was created on August 3, 1977, with the passage of Public Law 95-87. This law, known as the Surface Mining Control and Reclamation Act of 1977 (SMCRA), established the bureau as a nationwide program charged with balancing the Nation's need to mine coal as an essential source of energy and the Federal responsibility to safeguard the Nation's people and their environment.

OSM partners with States and Indian Tribes to implement SMCRA's provisions. Together, OSM and its partners work to ensure that U.S. citizens and the environment are protected during coal mining and that the land affected by such mining is restored to



beneficial use when mining is completed. They also oversee the reclamation and restoration of lands and water degraded by mining operations before 1977.

Since 1977, OSM has provided more than \$1 billion in matching grants to States and Tribes to assist in funding the regulation of active coal mines. In addition, OSM has provided more than \$3 billion to its partners to clean up dangerous abandoned minesites. The Abandoned Mine Land Program has eliminated safety and

environmental hazards on 314,108 acres since 1977, including all high-priority coal problems and non-coal problems in 27 States and on the lands of three Indian Tribes. When it was first established, OSM directly enforced mining laws and arranged cleanup of abandoned-mine-land (AML) sites. Today most coal States have developed their own

programs to do those jobs themselves, as Congress envisioned. (In December 2006, Congress authorized Indian Tribes likewise to develop their own programs.) OSM focuses on overseeing the State (and budding Tribal) programs and on developing new tools to help States and Tribes get the job done.

The bureau works with colleges and universities and other State and Federal agencies to further the science of reclaiming mined lands and protecting the environment. Each year OSM trains hundreds of State and Tribal professionals in a broad range of needed skills. In short, although a small bureau, OSM has achieved big results by working closely with those closest to mining—States, Tribes, local groups and communities, and the coal industry. In fact, OSM's strong, productive partnerships and down-to-earth way of getting things done led *Governing* magazine in 1999 to nickname OSM's professionals "The Feds Who Get It."

An EEO Employer

OSM is an Equal Employment Opportunity (EEO) employer that provides employment opportunities to all U.S. citizens regardless of race, religion, color, national origin, sex, disability, age, marital status, sexual orientation, or any other non-merit factor.

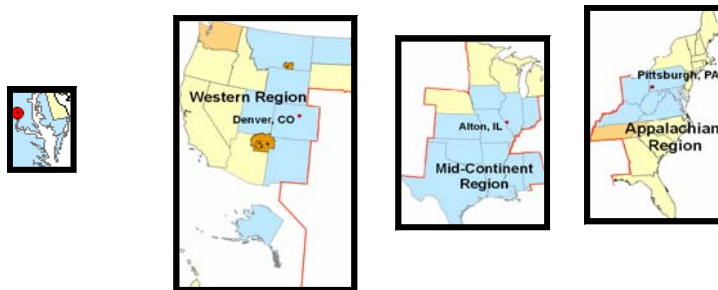


More than this, OSM is committed to eliminating all discriminatory practices while maintaining a program that aggressively pursues the EEO goals of recruiting, retaining, and advancing a qualified workforce that reflects our Nation's diversity. OSM's Director is committed to ensuring that all employees and applicants for employment enjoy equality of opportunity in the OSM workplace.

We encourage all interested and qualified persons to apply for positions with OSM. We believe that our emphasis on EEO benefits the bureau and its employees alike.

The Bureau's Organizational Structure

OSM comprises a headquarters' office—consisting of a Director's office, four staff offices, and two assistant directorates—, three regional offices, six field offices, and nine area offices. The headquarters' office in Washington, D.C., provides overall guidance, supervision, and support for the bureau overall.



The regional offices for the Appalachian, Mid-Continent, and Western regions are located in Pittsburgh, Pennsylvania, Alton, Illinois/St. Louis, Missouri, and Denver, Colorado, respectively.

Staffs in the three regional offices provide technical guidance and support to the OSM field offices, State and Tribal agencies, and the coal industry. They also conduct Federal reclamation projects, including emergency responses to public hazards caused by abandoned coal-mining and reclamation operations.

Career Opportunities

OSM carries out its nationwide responsibilities with a staff of over 500 technical, administrative, and support personnel. The bureau depends upon a steady intake of qualified individuals to effectively and efficiently perform its increasingly important work.



OSM's employees represent a broad range of expertise essential to the successful enforcement of SMCRA. Common, or core, occupations in OSM include accountants/auditors, biological scientists, budget analysts, engineers, financial/collection/grants financial specialists, geographers, geologists, hydrologists, information-technology specialists, natural-resource specialists, physical scientists, program

analysts/specialists, soil scientists, and surface-mining reclamation specialists. Non-supervisory positions generally range from grades GS-5 through GS-12. Employees with appropriate qualifications and experience can qualify for supervisory and managerial positions that generally range from grades GS-13 through GS-15. Salary ranges for these grades may be found at the Federal Office of Personnel Management's (OPM's) website <http://www.opm.gov>.

The minimum qualification requirements for entry level positions for core bureau occupations follow. In most cases, qualifying experience may be substituted for all or part of the educational requirements for a given occupation. However, certain professional occupations do have positive education requirements (i.e., number and type of courses) that may not be waived. Positions above the GS-5 level have additional spe-

cific experience or educational requirements. The summaries that follow provide some general information concerning minimum qualifications for the positions in question; the summaries also give the positions' locations within OSM offices. In addition, a summary of miscellaneous positions within the bureau follows.

Accountants and Auditors

Accountant positions within OSM are located primarily in Denver, Colorado, and Washington, D.C. Auditor positions are located in various cities in Alabama, Kentucky, Missouri, Pennsylvania, Tennessee, Virginia, and West Virginia. Auditor positions usually require considerable travel. Accountant and auditor duties are:

- Systematically examining and appraising financial records, as well as financial and management reports for the collection of AML fees;
- Assessing and collecting civil penalties related to mining and reclamation activities;
- Collecting other monies (for example, fees related to amounts of coal and lignite mined) owed OSM; and
- Meeting internal bureau requirements for all fiscal services, including accounting, travel, cash management, and general-ledger account reporting.



Applicants for either of these positions must have completed either:

- A full, 4-year curriculum in an accredited college or university leading to a bachelor's degree in accounting and/or auditing; or
- A full, 4-year curriculum in an accredited college or university leading to a bachelor's degree in a related field such as business administration, finance, or public administration, which degree included or was supplemented by at least 24 semester hours in accounting and/or auditing; or
- 4 years of experience in accounting and/or auditing; or
- A combination of experience and education that provided professional account-



ing knowledge equivalent to a 4-year college curriculum in accounting and/or auditing.

Budget Analysts

Budget-analyst positions within OSM are located primarily in Washington, D.C., and the three regional offices in Alton, Illinois/St. Louis, Missouri, Denver, Colorado, and Pittsburgh, Pennsylvania. At an entry level, budget-analyst duties are:



- Performing clerical and technical work in support of budget analysis;
- Recording, reporting, processing, and keeping track of budgetary transactions, including the credit, receipt, transfer, allotment, withdrawal, obligation, and outlays of funds;
- Analyzing expenditures and monitoring compliance with budget outlays; and
- Providing guidance for planning and assistance in preparing the bureau's budget.

Applicants for a budget-analyst position must have completed either:

- A full, 4-year curriculum in an accredited college or university leading to a bachelor's degree in budget analysis or
- 3 years of experience in administrative, professional, technical, or investigative work, 1 year of which must have been equivalent to the GS-4 level in Federal service.

Engineers (Mining/Civil/General)

Engineering positions within OSM are located in Washington, D.C., the three regional offices in Alton, Illinois/St. Louis, Missouri, Denver, Colorado, and Pittsburgh, Pennsylvania, and some field offices in Pennsylvania and Tennessee. OSM employs mining, civil, and general engineers; the primary duties for all engineers are:

Providing technical and scientific assistance to Federal, State, and Tribal regulatory authorities (a "regulatory authority" in this context is the entity charged with regulating surface coal-mining and reclamation operations within its jurisdiction) regarding the interpretation and implementation of SMCRA performance standards and technical requirements and

Abating emergency and high-priority AML problems by providing technical recommendations as to how to accomplish abatement. These may include recommenda-

tions as to measures necessary to stabilize landslides, correct erosion and sedimentation problems, abate or treat acid-mine drainage, control mine subsidence, and extinguish mine fires.



Applicants for engineering positions must have completed either:

A full, 4-year professional engineering curriculum in a school of engineering with at least one curriculum accredited by the Accreditation Board for Engineering and Technology; or

Curriculum that included differential and integral calculus and courses in at least five of the following seven areas of engineering science or physics: (1)

statics/dynamics; (2) strength of materials; (3) fluid mechanics and/or hydraulics; (4) thermodynamics; (5) electrical fields and circuits; (6) nature and properties of materials; and (7) any other comparable area of fundamental engineering science or physics (for example, optics, heat transfer, soil mechanics, or electronics); or

4 years of college-level education and/or technical experience that furnished both knowledge of the physical and mathematical sciences underlying engineering and an understanding of engineering sciences and techniques. This knowledge and understanding must be demonstrated either by registration with some State as a professional engineer or by evidence of having passed the Engineer-In-Training examination.

Financial/Collection/Grants Fiscal Specialists

Financial and collection fiscal-specialist positions within OSM are located in Washington, D.C. Duties for staff that hold these positions involve dealing with the process of assessing civil penalties to coal-mining companies that violate any provision of SMCRA.

Grants fiscal-specialist positions are located in Washington, D.C., and the three regional offices in Alton, Illinois/St. Louis, Missouri, Denver, Colorado, and Pittsburgh, Pennsylvania. The primary duties for grants fiscal specialists are:

- Providing guidance to OSM field-office and Federal, State, and Tribal regulatory-authority staff in the development of applications for grants and cooperative agreements and
- Coordinating grants-in-aid activities that concern State-regulatory and AML reclamation programs.



Applicants for grants fiscal-specialist positions must have completed either:

- A full, 4-year curriculum in an accredited college or university leading to a bachelor's degree in any field or

- 3 years of experience that provided knowledge of the principles of organization, management, and administration work, 1 year of which must have been equivalent to the GS-4 level in the Federal service.

Geographers

Geographer positions within OSM are located primarily in the three regional offices in Alton, Illinois/St. Louis, Missouri, Denver, Colorado, and Pittsburgh, Pennsylvania, and in field offices in Pennsylvania and Tennessee. The primary duties for geographers are:

Providing technical assistance in their areas of expertise to Federal, State, and Tribal regulatory-authority staff;



Monitoring and reviewing technical programs designed to meet SMCRA requirements;

Providing technical support to Federal, State, and Tribal inspectors;

Conducting State program oversight; and

Participating in contract and research monitoring.

Applicants for geographer positions have two options with respect to meeting education requirements:

The first option would be to complete a full, 4-year curriculum in an accredited college or university, leading to a bachelor's or higher degree, with major study in geography or a related physical or social science such as geology, meteorology, economics, statistics, sociology, anthropology, political science, history, cartography, computer science, urban studies, or planning. The study must have included or been supplemented by at least 24 semester hours in geography or related fields.

The second option would be to obtain a combination of experience and education that totals 4 years and that included 24 semester hours in geography and/or the related fields specified above.

Geologists

Geologist positions within OSM are located primarily in the three regional offices in Alton, Illinois/St. Louis, Missouri, Denver, Colorado, and Pittsburgh, Pennsylvania, and in field offices in Pennsylvania and Tennessee. The primary duties for geologists are:

- Providing technical assistance in their areas of expertise to Federal, State, and Tribal regulatory-authority staff;
- Monitoring and reviewing technical programs designed to meet SMCRA requirements;
- Providing technical support to Federal, State, and Tribal inspectors;
- Conducting State program oversight; and
- Participating in contract and research monitoring.

Applicants for geologist positions must have completed either:

- A full, 4-year curriculum in an accredited college or university leading to a bachelor's degree in geology, plus 20 semester hours in any combination of mathematics, physics, chemistry, biological science, engineering, computer science, planetary geology, comparative paleontology, physical geography, marine geology, cartography, geophysics, meteorology, hydrology, and oceanography or
- A combination of education in geology and/or the related fields specified above and laboratory work or experience in a geology field that totals 4 years and that is equivalent to a 4-year course of study.



Hydrologists

Hydrologist positions within OSM are located primarily in the three regional offices in Alton, Illinois/St. Louis, Missouri, Denver, Colorado, and Pittsburgh, Pennsylvania, and in field offices in Pennsylvania and Tennessee. The primary duties for hydrologists are:

- Providing technical assistance in their areas of expertise to Federal, State, and Tribal regulatory-authority staff;
- Monitoring and reviewing technical programs designed to meet SMCRA requirements;
- Providing technical support to Federal, State, and Tribal inspectors;
- Conducting State program oversight;
- Participating in contract and research monitoring; and
- Developing, revising, and teaching technical courses related to hydrology, civil engineering, and related fields.

Applicants for hydrologist positions have two options with respect to meeting education requirements:

- The first option would be to complete a full, 4-year curriculum in an accredited college or university leading to a bachelor's or higher degree in hydrology, with major study in physical or natural science or in engineering. The study must have included at least 30 semester hours in any combination of courses in hydrology, physical science, geophysics, chemistry, atmospheric science, meteorology, geology, oceanography, engineering science, soils,



mathematics, aquatic biology, or the management or conservation of water resources. The course work must have included at least 6 semester hours in both differential and integral calculus and at least 6 semester hours in physics.

The second option would be to obtain a combination of experience in performing scientific functions related to the study of water resources and education in specified course work that together are equivalent to a 4-year course of study in hydrology.

Information-Technology Specialists

Information-technology specialist positions within OSM are located primarily in the three regional offices in Alton, Illinois/St. Louis, Missouri, Denver, Colorado, and Pittsburgh, Pennsylvania. The primary duties for information-technology specialists are:

Improving the management of data-processing systems for the bureau and
Developing and maintaining case-tracking systems, managing information systems, and developing micro-computer systems.

Applicant for information-technology specialist positions have two options with respect to completing educational and/or experiential requirements. Under option A, applicants must have completed either:



A full, 4-year curriculum in an accredited college or university leading to a bachelor's degree in computer science, information science, information-systems management, mathematics, statistics, operations research, or engineering; or

Course work that required the development or adaptation of computer programs and systems and that provided knowledge equivalent to a major in the computer field; or

Experience that provided a basic knowledge of data-processing functions and general management principles and that enabled the applicant to understand the steps required to automate a work process. Specialized experience may have been gained in work such as computer operator or assistant, computer

sales representative, program analyst, or other positions that required the use or adaptation of computer programs and systems.

Under option B, applicants must have completed either:

A full, 4-year curriculum in an accredited college or university leading to a bachelor's degree in any field or

3 years of experience in administrative, professional, technical, or investigative work of which 1 year must have been equivalent to the GS-4 level in the Federal service.

Natural-Resource Specialists and Biological Scientists

Natural-resource specialist and biological-scientist positions within OSM are located primarily in the three regional offices in Alton, Illinois/St. Louis, Missouri, Denver, Colorado, and Pittsburgh, Pennsylvania, and in field offices in Pennsylvania and Tennessee. The primary duties for these positions are:



Providing technical assistance in their respective areas of expertise to Federal, State, and Tribal regulatory-authority staff;
Monitoring and reviewing technical programs designed to meet SMCRA requirements;
Providing technical support to Federal, State, and Tribal inspectors;
Conducting State program oversight; and
Participating in contract and research monitoring.

Applicants for natural-resource specialist and biological-scientist positions must have completed either:

- A full, 4-year curriculum in an accredited college or university leading to a bachelor's or higher degree with major study in biological sciences, agriculture, natural-resource management, chemistry, or allied disciplines pertinent to the work of the position to be filled or
- A combination of experience demonstrating an understanding of the fundamental principles and techniques of one or more of the above fields and specified course work that together are equivalent to a 4-year course of study.

Physical Scientists

Physical-scientist positions within OSM are located primarily in the three regional offices in Alton, Illinois/St. Louis, Missouri, Denver, Colorado, and Pittsburgh, Pennsylvania, and in field offices in Pennsylvania and Tennessee. The primary duties for physical scientists are:

- Providing technical assistance in their areas of expertise to Federal, State, and Tribal regulatory-authority staff;
- Monitoring and reviewing technical programs designed to meet SMCRA requirements;
- Providing technical support to Federal and State inspectors;
- Conducting State program oversight; and
- Participating in contract and research monitoring.

Applicants for physical scientist positions must have completed either:

- A full, 4-year curriculum in an accredited college or university leading to a bachelor's degree in physical science, engineering, or mathematics, which degree included 24 semester hours in physical science and/or a closely related engineering science such as mechanics, dynamics, properties of materials, or electronics or
- A combination of experience and education that totals 4 years and that includes 24 semester hours in geography and/or the related fields specified above.



Program Analysts/Specialists

Program-analyst and program-specialist positions within OSM are located primarily in the three regional offices in Alton, Illinois/St. Louis, Missouri, Denver, Colorado, and Pittsburgh, Pennsylvania, and in several field and area offices throughout OSM. The duties for program analysts and specialists are myriad, always changing, and often specific to an OSM program function; accordingly, "primary duties" for these positions are difficult to identify and itemize.

Applicants for program analyst/specialist positions must have completed either:

A full, 4-year curriculum in an accredited college or university leading to a bachelor's degree in any field; or

3 years of experience in administrative, professional, technical, investigative, or other responsible, non-clerical work, 1 year of which must have been equivalent to the GS-4 level in the Federal service; or

A combination of education and the type of experience specified above that totals 4 years.



Soil Scientists

Soil-scientist positions within OSM are located primarily in the three regional offices in Alton, Illinois/St. Louis, Missouri, Denver, Colorado, and Pittsburgh, Pennsylvania, and in field offices in Pennsylvania and Tennessee.

The primary duties for soil scientists are:

- Providing technical assistance in their areas of expertise to Federal, State, and Tribal regulatory-authority staff;
- Monitoring and reviewing technical programs designed to meet SMCRA requirements;
- Providing technical support to Federal, State, and Tribal inspectors;
- Conducting State program oversight; and
- Participating in contract and research monitoring.



Applicants for soil-scientist positions have two options with respect to meeting education requirements:

The first option would be to complete a full, 4-year curriculum in an accredited college or university leading to a bachelor's or higher degree with major study in soil science, or a related field of biological, physical, or earth science. The study must have included at least 15 semester hours in soil genesis, soil taxonomy, geochemistry, and field and laboratory methods.

The second option would be to obtain a combination of education, in the form of 30 semester hours in any of the courses specified above, including 15 semester hours in soils, and appropriate experience that, combined with the

specified course work, totals 4 years and is equivalent to a 4-year course of study.

Surface-Mining Reclamation Specialists

Surface-mining reclamation specialist positions are located in all field offices and some regional offices. These positions require some travel; all surface-mining reclamation specialists must pass a medical examination. The primary duties for surface-mining reclamation specialists are:

- Surveying reclamation and enforcement work to ensure that surface mining and reclamation operations are conducted in a way that protects the environment and that ensures that affected lands are returned to a stable condition compatible with the value and uses of surrounding lands;
- Participating in planning and conducting the entire survey process;
- Investigating mining operations for violations of Federal- and State-approved mining and reclamation plans;
- Issuing recommendations and orders for correcting such violations;
- Investigating public complaints of damage from blasting and possible pollution from mine sites; and
- Ensuring that all reclamation efforts proceed in an environmentally sound manner.

Applicants for surface-mining reclamation specialist positions must have completed either:

- A full, 4-year curriculum in an accredited college or university leading to a bachelor's degree in any field or fields—including hydrology, agronomy, geology, range conservation, forestry, ecology, civil engineering, natural sciences, biological



sciences, natural resources, environmental planning, and earth science-related to the work of a surface-mining reclamation specialist; or
A 2-year reclamation technology program in an accredited school; or
3 years of experience that provided knowledge of the use, conservation, or protection of land resources, the preservation of landscapes, or the establishment of environmental conditions that will support vegetation and wildlife;
or
A combination of the education and experience specified above.

Miscellaneous Positions

Beyond these 13 core-occupation positions, OSM employs staff filling a wide range of supplemental positions. These supplemental positions are miscellaneous in nature and range from librarian, through archaeologist, administrative assistant, secretary, visual information specialist, and writer/editor, to communications officer.

Supplemental positions are largely non-supervisory and range in grade from GS-5 through GS-12. Supervisory and/or managerial supplemental positions generally range from grades GS-13 through GS-15. Again, salary ranges for these grades may be found at OPM's website <http://www.opm.gov>, as may minimum qualification requirements for entry level into the supplemental positions.



Federal Employment Benefits

Virtually everyone now employed is likely to be aware that the health-insurance, retirement, and other-benefit options available to workers in the private sector are not what they were 40 or even 20 years ago. The benefits available to a Federal employee, on the other hand, have long been and remain now among the most attractive obtainable by the Nation's workforce.



Federal benefits include:

- Opportunities for worldwide assignments;
- Diverse challenges;
- Job mobility;
- The opportunity for career internships;
- The opportunity for paid, job-related training;
- Assistance with the repayment of student loans;
- Tuition assistance;

- The opportunity for job advancement and career growth;
- Periodic pay adjustments, as well as, depending upon the location of one's position, locality-pay adjustments;
- Special pay rates;
- Recruitment, retention, and relocation bonuses of up to 25 percent of salary;
- Accelerated promotions;
- Eligibility for paid moving expenses;
- A choice among numerous healthcare options, including options to purchase dental and vision insurance, with the cost for primary health insurance shared by the government;
- Depending upon length of service, 13 to 26 days of vacation each year;
- 13 days accruable sick leave each year;

- 10 paid holidays each year;
- Tenure after 3 years of service;
- Military leave with full pay for annual reserve training;
- The opportunity to invest in a “thrift savings plan” (the Federal equivalent of a private-sector 401k plan)—depending upon qualifying circumstances at a level, as of 2007, of up to \$15,500—with matching employer contributions of up to 5 percent of salary under the Federal Employees Retirement System **only**; and
- The opportunity to purchase group life insurance with cost shared by government.

Appointments and Jobs Information

OSM and other bureaus within both DOI and the Federal government in general fill jobs in several ways. Bureaus can promote an employee, hire an employee who wants to transfer from another bureau or agency within the executive branch, reinstate a former Federal employee, hire from a list of eligible outside applicants, or obtain direct hiring authority from OPM.

OSM offers pay rates that are competitive with the private sector, including annual pay increases, longevity raises, and the possibility of cash awards, bonuses, and incentives. The salary for a new employee depends upon the grade and geographic area of the position for which he or she is selected, as well as any prior Federal service he or she may have had.

SALARY TABLE 2007-GS
INCORPORATING THE 1.70% GENERAL SCHEDULE INCREASE
EFFECTIVE JANUARY 2007
Annual Rates by Grade and Step

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	WITHIN GRADE AMOUNTS
1	\$ 16,630	\$ 17,185	\$ 17,739	\$ 18,293	\$ 18,847	\$ 19,167	\$ 19,713	\$ 20,264	\$ 20,286	\$ 20,798	VARIES
2	18,638	19,142	19,781	20,365	20,912	21,115	21,718	22,311	22,324	22,924	VARIES
3	20,401	21,081	21,781	22,441	23,121	23,601	24,481	25,151	25,841	26,521	580
4	22,502	23,665	24,428	25,191	25,954	26,717	27,480	28,243	29,006	29,769	763
5	25,623	26,477	27,331	28,185	29,039	29,893	30,747	31,601	32,455	33,309	854
6	28,962	29,914	30,466	31,418	32,370	33,322	34,274	35,226	36,178	37,130	952
7	31,740	32,798	33,656	34,914	35,972	37,030	38,088	39,146	40,204	41,262	1058
8	35,151	36,323	37,495	38,667	39,839	41,011	42,183	43,355	44,527	45,699	1172
9	39,634	40,918	41,412	42,703	44,000	45,294	46,589	47,882	49,176	50,470	1284
10	42,755	44,190	45,605	47,030	48,455	49,880	51,305	52,730	54,155	55,580	1425
11	46,974	48,540	50,106	51,672	53,238	54,804	56,370	57,936	59,502	61,068	1568
12	56,301	58,178	60,055	61,932	63,809	65,686	67,563	69,440	71,317	73,194	1877
13	68,801	69,183	71,416	73,647	75,878	78,111	80,343	82,575	84,807	87,039	2232
14	78,115	81,752	84,389	87,026	89,663	92,300	94,937	97,574	100,211	102,848	2637
15	93,063	96,165	99,267	102,369	105,471	108,573	111,675	114,777	117,879	120,981	3103

The Competitive-Application Process

The Federal “vacancy announcement” is an important component of the government’s effort to recruit top talent to its workforce. A vacancy announcement is comparable to the help-wanted ad that a private company might post on a store window, in a newspaper, or on a website in order to advertise and invite people to apply for a job that the company has available. According to Susanne T. Marshall, chairman of the U.S. Merit Systems Protection Board, the difference is that the Federal vacancy announcement “must also clearly reflect Federal public policies and comply with the mandates of the first merit system principle[,] which states:

‘Recruitment should be from qualified individuals from appropriate sources in an endeavor to achieve a workforce from all segments of society, and selection and advancement should be determined solely on the basis of relative ability, knowledge, and skills, after fair and open competition which assures that all receive equal opportunity.’”



Anyone considering a career with the Federal government may obtain information about how to register and submit an application for a Federal job from OPM’s website at www.opm.gov. (Please note that application for all Federal jobs is competitive and must be done online.)

Anyone considering a career with OSM may determine which jobs we currently have available, as

well as actually apply for posted positions, through OPM's website at <http://www.usajobs.opm.gov>.

College-level and graduate students may submit resumes, to be evaluated with respect to qualification for employment at OSM, at career days and job fairs and in response to notices on the Internet. Both Federal and non-Federal professionals must submit their resumes for consideration with respect to OSM and other executive-branch jobs at www.usajobs.opm.gov .

Applicants should be aware that every OSM vacancy is advertised through two different vacancy announcements: the Merit Promotion announcement and the “all-sources” (also called the “delegated examining unit” [DEU]) announcement. Applicants who are current Federal employees, former Federal employees with reinstatement rights, or veterans who meet the definition of that term given by the Veterans Equal Opportunity Employment Act should apply for such a vacancy by means of the Merit Promotion vacancy announcement. All non-Federal applicants who do not fit into the latter two of these categories must apply under the all-sources or DEU vacancy announcement.

As we have noted, the Federal government is an EEO employer.

For More Information

More detailed inquiries regarding the information contained in this booklet should be directed to:

Division of Human Resources
Office of Surface Mining Reclamation and Enforcement
Department of the Interior
1849 C Street NW
Washington, D.C. 20240

The telephone No. for OSM's Division of Human Resources is (202) 208-2771; the tele-
fax No. is (202) 219-3107.



For more in-depth, current program informa-
tion, please see:

OSM's website at www.osmre.gov;

The Appalachian Region's website at

www.arcc.osmre.gov;

The Mid-Continent Region's website at

www.mcrcc.osmre.gov;

The Western Region's website at

www.wrcc.osmre.gov;

OSM's Technical Innovation and Professional Services' (commonly called "TIPS's")
website at www.tips.osmre.gov/training/index.asp; and/or

The National Technical Training Program's (commonly called "NTTP's") website at
www.tips.osmre.gov/training/tips_html/links_nttp.asp.

For details regarding the benefits of Federal employment, please see OPM's website at
www.opm.gov/insure/health/newemployees.asp. For more information on Federal
employment and qualification requirements, go to www.opm.gov.





“ * * striking a balance between the need to protect people and the environment from the adverse effects of surface coal-mining operations and the Nation's need for coal as an essential source of energy * * *”*



<http://www.osmre.gov>