

Bower, Cindy

From: Bower, Cindy
Sent: Monday, June 28, 2010 9:57 AM
To: Pantoja, Alberto
Cc: Contento, Janis; Philibert, Juli; Bechtel, Peter; Whalen, Maureen
Subject: Re: Position descriptions Technicians- ACTION DUE June 30, 2010

Alberto,

Thank you for sending the KSAs, which were presumably for Peter's tech. The KSAs I sent to you (15 June 2010) were more specific:

- (1) Knowledge of biochemistry, microbiology, and/or food science.
- (2) Skill in operating and maintaining laboratory equipment such as microscopes, spectrophotometers, and other instruments common to an analytical laboratory.
- (3) Ability to prepare microbiological media and work aseptically with cultures, as well as to perform analytical techniques such as laboratory separations, extractions, chemical analyses, SDS-PAGE, and other methods of protein and lipid analysis.
- (4) Proficiency in using personal computers and software for word processing and data entry/manipulation with experience recording experimental data and creating summaries, charts, graphs, and tables.

If we advertise for my tech's position with generic KSAs (such as those listed in your email), we will experience a repeat of the same debacle that kept Dr. Lori Winton from obtaining technical help for almost a year. As you recall, her KSAs were altered so as to eliminate the specific requirements for her specialty, (i.e. experience with PCR and other vital aspects of her research). If I am required to spend a year training my tech in such basics as sterile technique, it will place a drain on me even more severe than lacking technical help entirely. It's no exaggeration to say that lack of skilled technical help can cripple a scientist's program (irreversibly), especially in extremely remote locations such as I am experiencing here on Kodiak Island.

If there are specific aspects of my KSAs that you do not approve of, let's work together to alter the wording so that it is acceptable to both of us. Thanks you.

Cindy

On 6/28/10 8:51 AM, "Pantoja, Alberto" <Alberto.Pantoja@ARS.USDA.GOV> wrote:

We will generate recruitments actions with following KSA:

1. Ability to operate and maintain laboratory instruments and equipment.
2. Ability to use personal computers and software packages for data compilation, recording, and analysis.
3. Knowledge of chemistry, biochemistry, microbiology, and/or food science.

From: Pantoja, Alberto
Sent: Monday, June 14, 2010 8:38 AM
To: alberto.pantoja@ars.usda.gov; Cindy Bower (Cindy.Bower@ars.usda.gov); Peter Bechtel

(Peter.Bechtel@ARS.USDA.GOV)

Cc: alberto.pantoja@ars.usda.gov; Janis Contento (Janis.Contento@ARS.USDA.GOV); Juli Philibert (Juli.Philibert@ARS.USDA.GOV)

Subject: Position descriptions Technicians- ACTION DUE June 30, 2010

Peter/Cindy

Attached Standard Job Position Descriptions (PD) for series 0404, GS-05/09, Biological Science Laboratory Technician.

Please review the major duties of the position and provide KSA's. The file PD-last is a copy of an announced PD from one of the technician in the Aquaculture program; this PD listed KSA's. The two positions, pending ARMPS approval, will be announced with Kodiak as the work site.

Please provide comments and KSA's no later than June 25, 2010.

Thanks

alberto

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<<http://www.ars.usda.gov/pandp/locations/locations.htm?modecode=53-41-00-00>>

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