

Appraiser

DEPARTMENT OF AGRICULTURE

Farm Service Agency

Summary

This position is located in the Farm Service Agency, Deputy Administrator for Farm Loan Programs, Program Operations and Appraisals Division.

Position may be remote in the states of AR, IL, MI, NY, TN, TX and WI for qualified candidates

This position provides the opportunity for recruitment incentive up to \$19,840 based on eligibility requirements.

Relocation incentive opportunity available for federal employee incumbent movement to Texas or within Texas to an area of higher appraisal volume.

Overview

Accepting applications

Open & closing dates

🕒 09/13/2022 to 09/23/2022

Salary

\$88,789 - \$115,430 per year

Pay scale & grade

GS 12

Locations

4 vacancies in the following locations:

📍 Fayetteville, AR

📍 Jonesboro, AR

📍 Little Rock, AR

📍 Texarkana, AR

📍 Rockford, IL

📍 Springfield, IL

📍 Caro, MI

- 📍 Charlotte, MI
- 📍 East Lansing, MI
- 📍 Highland, NY
- 📍 Jamestown, NY
- 📍 Troy, NY
- 📍 Watertown, NY
- 📍 Chattanooga, TN
- 📍 Jackson, TN
- 📍 Memphis, TN
- 📍 Nashville, TN
- 📍 Fort Stockton, TX
- 📍 Lubbock, TX
- 📍 Sulphur Springs, TX
- 📍 Vernon, TX
- 📍 Madison, WI

Remote job

No

Telework eligible

Yes—as determined by the agency policy.

Travel Required

Occasional travel - You may be expected to travel for this position.

Relocation expenses reimbursed

Yes— For TX, federal employee incumbent only.

Appointment type

Permanent -

Work schedule

Full-time -

Service

Competitive

Promotion potential

None

Job family (Series)

[1171 Appraising](#)

[\(/Search/Results?j=1171\)]((/Search/Results?j=1171))

Supervisory status

No

Security clearance

[Not Required](#)

[\(/Help/faq/job-announcement/security-clearances/\)]((/Help/faq/job-announcement/security-clearances/))

Drug test

No

Position sensitivity and risk

[Moderate Risk \(MR\)](#)

[\(https://www.usajobs.gov/Help/faq/job-announcement/security-clearances/\)](https://www.usajobs.gov/Help/faq/job-announcement/security-clearances/)

Trust determination process

[Credentialing](#)

[\(https://www.usajobs.gov/Help/faq/job-announcement/security-clearances/\)](https://www.usajobs.gov/Help/faq/job-announcement/security-clearances/)

[Suitability/Fitness](#)

[\(https://www.usajobs.gov/Help/faq/job-announcement/security-clearances/\)](https://www.usajobs.gov/Help/faq/job-announcement/security-clearances/)

Announcement number

FSA-22-11639484-DE-DAFLP-MC

Control number

676800900

This job is open to



[Career transition \(CTAP, ICTAP, RPL\)](#)

Federal employees who meet the definition of a "surplus" or "displaced" employee.



[The public](#)

U.S. Citizens, Nationals or those who owe allegiance to the U.S.

Duties

- Applies a wide range of standard appraisal concepts, principles and practices to determine the market value of real property and chattel property associated with direct and guaranteed loan making and loan servicing activities.
- Evaluates impact of new or modified appraisal, real estate, tax, and agricultural legislation on current and projected appraisal standards.
- Serves, as required, as the technical expert representative and/or witness in legal or Agency appeal proceedings to justify complex and complicated appraisals, including those performed by contracted appraisers.

- Applies and correlates the basic valuation approaches and modifies and adapts standard appraisal techniques to estimate property values.

Requirements

Conditions of Employment

- You must be a US Citizen or US National
- Males born after 12/31/1959 must be Selective Service registered or exempt
- Subject to satisfactory adjudication of background investigation and/or fingerprint check
- Successful completion of one-year probationary period, unless previously served.
- Direct Deposit: Per Public Law 104-134 all Federal employees are required to have federal payments made by direct deposit to their financial institution
- Successfully pass the E-Verify employment verification check. To learn more about E-Verify, including your rights and responsibilities, visit E-Verify at <https://www.e-verify.gov/>

Qualifications

For the GS-12 level: One full-time year of specialized work experience equivalent in difficulty and responsibility to the GS-11 level in the Federal service. Specialized experience must demonstrate experience in applying a wide range of appraisal concepts, principles, practices, and techniques in order to determine market value of real and chattel property which have complex characteristics and complicated valuation problems.

SELECTIVE PLACEMENT FACTOR: A current **Certified General Appraiser license** in at least one state whose certification standards comply with the minimum Federal standards for general appraiser certification in compliance with Title XI of the Financial Institution Reform, Recovery, and Enforcement Act of 1989 (FIRREA) **(You must provide a copy of your current appraiser license with your application in order to be considered).**

Applicants must meet all qualifications and eligibility requirements by the closing date 09/23/2022 of the announcement including specialized experience and/or education, as defined.

The positions are remote work eligible. Remote work allows employee the opportunity to work from residence. Location Negotiable After Selection. Duty location will be determined upon selection and must be within any of the States below:

- Wisconsin
- Illinois
- Michigan
- New York
- Tennessee
- Arkansas

Incumbent for Texas, location priority would be:

- Dallas-Fort Worth, TX (Hopkins County)
- Lubbock, TX (Lubbock County)
- Vernon, TX (Wilbarger County)
- Fort Stockton, TX (Pecos County)

Relocation incentive available for incumbent federal employee only.

For more information on the qualifications for this position, click here: <http://www.opm.gov/qualifications/Standards/group-stds/g-admin.asp>
(<http://www.opm.gov/qualifications/Standards/group-stds/g-admin.asp>).

Experience refers to paid and unpaid experience, including volunteer work done through National Service programs (e.g., Peace Corps, AmeriCorps) and other organizations (e.g., professional; philanthropic; religious; spiritual; community, student, social). Volunteer work helps build critical competencies and can provide valuable training and experience that translates directly to paid employment. You will receive credit for all qualifying experience, including volunteer experience.

Education

THE SUBSTITUTION OF EDUCATION FOR EXPERIENCE IS NOT QUALIFYING AT THE GS-12 LEVEL.

Additional information

- Career Transition Assistance Plan (CTAP), Reemployment Priority List (RPL), or Interagency Career Transition Assistance Plan (ICTAP): Visit the [OPM](http://www.opm.gov) (<http://www.opm.gov/policy-data-oversight/workforce-restructuring/employee-guide-to-career-transition/>) website for information on how to apply as a CTAP, RPL, or ICTAP eligible. To exercise selection priority for this vacancy, CTAP/RPL/ICTAP candidates must meet the basic eligibility requirements and all selective factors. CTAP/ICTAP candidates must be rated and determined to be well qualified (or above) based on an evaluation of the competencies listed in the How You Will Be Evaluated section. When assessed through a score-based category rating method, CTAP/ICTAP applicants must receive a rating of at least 85 out of a possible 100.
- This position is eligible for telework within the local commuting area of the position, remote work, and other flexible work arrangements. Current USDA policy includes telework for an 8 hour work day, 4 days per week; remote work from residence and other flexibilities are possible dependent upon availability and/or the position and its associated duties. Employee participation is at the discretion of the supervisor.
- Recruitment and/or relocation incentives may be authorized. Relocation incentive may be authorized to or within TX for federal employee incumbent only.

Benefits

A career with the U.S. government provides employees with a comprehensive benefits package. As a federal employee, you and your family will have access to a range of benefits that are designed to make your federal career very rewarding. [Learn more about federal benefits](https://www.usajobs.gov/Help/working-in-government/benefits/)
(<https://www.usajobs.gov/Help/working-in-government/benefits/>).

Eligibility for benefits depends on the type of position you hold and whether your position is full-time, part-time or intermittent. Contact the hiring agency for more information on the specific benefits offered.

How You Will Be Evaluated

You will be evaluated for this job based on how well you meet the qualifications above.

Applications will be evaluated in accordance with Office of Personnel Management's (OPM) Delegated Examining Procedures and USDA policy using category rating. Applicants who meet basic minimum qualifications will be placed in one of *three* categories: **Best Qualified, Well Qualified, or Qualified**. Within these categories, applicants eligible for veteran's preference will receive selection priority over non-veterans. Category placement will be determined based on applicants' quality of experience and the extent they possess the following knowledge, skills, and abilities (KSA) or competencies:

- - Customer Service
 - Oral Communication
 - Problem Solving
 - Technical Competence

Your application, including the online Assessment Questionnaire, will be reviewed to determine if you meet (a) minimum qualification requirements and (b) the resume supports the answers provided to the job-specific questions. Your resume must clearly support your responses to all the questions addressing experience and education relevant to this position. Those determined to be in the best qualified category will be referred to the selecting official for consideration.

Note: If, after reviewing your resume and/or supporting documentation, a determination is made that you have inflated your qualifications and or experience, your score may be adjusted to more accurately reflect your abilities, or you may be found ineligible. Please follow all instructions carefully. Errors or omissions may affect your rating. Providing inaccurate information on Federal documents could be grounds for non-selection or disciplinary action up to including removal from the Federal service.

Clicking the link below will present a preview of the application form; i.e. the online questionnaire. The application form link below will only provide a preview and does not initiate the application process. To initiate the online application process, click the "Apply" button to the right.

To view the application form, visit: <https://apply.usastaffing.gov/ViewQuestionnaire/11639484>

Required Documents

The following documents are required for your applicant package to be complete. Our office cannot be responsible for incompatible software, your system failure, etc. Encrypted documents will not be accepted. Failure to submit required, legible documents may result in loss of consideration.

- Resume that includes: 1) personal information such as name, address, contact information; 2) education; 3) detailed work experience related to this position as described in the major duties including work schedule, hours worked per week, dates of employment; title, series, grade (if applicable); 4) other qualifications.
- ***A current Certified General Appraiser license in at least one state whose certification standards comply with the minimum Federal standards for general appraiser certification in compliance with Title X of the Financial Institution Reform, Recovery, and Enforcement Act of 1989 (FIRREA). (You must provide a copy of your current appraiser license certificate with your application in order to be considered).***
- If claiming veteran's preference, you must submit a DD214, Certificate of Release from Active Duty, which shows dates of service and discharge under honorable conditions. If currently on active duty you must submit a certification of expected discharge or release from active duty service under honorable conditions not later than 120 days after the date the certification is submitted. Veteran's preference must be verified prior to appointment. Without this documentation, you will not receive veteran's preference and your application will be evaluated based on the material(s) submitted.
- If claiming 10-point veteran's preference you must provide the DD214 or certification requirements (see above bullet), plus the proof of entitlement of this preference as listed on the SF-15 Application for 10-point Veterans' Preference. The SF-15 should be included but is not required. Failure to submit these documents could result in the determination that there is insufficient

documentation to support your claim for 10-point preference. For more information on veterans' preference visit

[FEDSHIREVETS](#)

(<https://www.fedshirevets.gov/job-seekers/veterans-preference/#content>)

- Surplus or displaced employees eligible for CTAP, RPL, or ICTAP priority must provide: proof of eligibility (RIF separation notice, notice of proposed removal for declining a transfer of function or directed reassignment to another commuting area, notice of disability annuity termination), SF-50 documenting separation (as applicable), and your most recent SF-50 noting position, grade level, and duty location with your application per 5 CFR 330.

If you are relying on your education to meet qualification requirements:

Education must be accredited by an accrediting institution recognized by the U.S. Department of Education in order for it to be credited towards qualifications. Therefore, provide only the attendance and/or degrees from schools accredited by accrediting institutions recognized by the U.S. Department of Education

(<http://www.ed.gov/admins/finaid/accred/>)

Failure to provide all of the required information as stated in this vacancy announcement may result in an ineligible rating or may affect the overall rating.

How to Apply

Please read the entire announcement and all instructions before you begin. You must complete this application process and submit all required documents electronically by 11:59 p.m. Eastern Time (ET) on the closing date of this announcement.

Applying online is highly encouraged. We are available to assist you during business hours (normally 8:00 a.m. - 4:00 p.m., Monday - Friday). If applying online poses a hardship, contact the Agency Contact listed below well before the closing date for an alternate method. All hardship application packages must be complete and submitted no later than noon ET on the closing date of the announcement in order to be entered into the system prior to its closing.

This agency provides reasonable accommodation to applicants with disabilities on a case-by-case basis; contact the Agency Contact to request this.

To begin, click "Apply" and follow the instructions to complete the Assessment Questionnaire and attach your resume and all required documents.

NOTE: If a document is resubmitted, it replaces the previous submission, which means the previous document is no longer available to the Human Resources Office. If you are adding to, rather than replacing a previous submission, you must upload both the old document and the new document. You must verify that uploaded documents from USAJOBS transfer into the Agency's staffing system as there is a limitation to the number of documents that can be transferred. However, once in the Agency's staffing system, you will have the opportunity to upload additional documents. Applicants may combine all like required documents (e.g. SF-50s or veteran docs) into one or more files and scan for uploading into the application. Each file must not exceed 3MB. Grouping like documents into files will simplify the application process. Documents must be in one of the following formats: GIF, JPEG, JPG, PDF, PNG, RTF, or Word (DOC or DOCX). Uploaded documents may not require a password, digital signature, or other encryption to open.

Agency contact information

Email

melissa.may2@usda.gov
(mailto:melissa.may2@usda.gov)

[Learn more about this agency.](#)
(#agency-modal-trigger)

Address

Farm Service Agency
1400 Independence Ave SW
Washington, DC 20250
US

Next steps

Your application will be reviewed to verify that you meet the eligibility and qualification requirements for the position prior to issuing referral lists to the selecting official. If further evaluation or interviews are required, you will be contacted. Log in to your [USAJOBS](#)

(<https://www.usajobs.gov/>)

to check your application status. We expect to make a final job offer approximately 40 days after the deadline for applications.

Multiple positions may be filled from this announcement.

Fair & Transparent

The Federal hiring process is set up to be fair and transparent. Please read the following guidance.

[Equal Employment Opportunity \(EEO\) Policy](#)

(/Help/equal-employment-opportunity/)

[Financial suitability](#)

(/Help/working-in-government/fair-and-transparent/financial-suitability/)

[New employee probationary period](#)

(/Help/working-in-government/fair-and-transparent/probationary-period/)

[Privacy Act](#)

(/Help/working-in-government/fair-and-transparent/privacy-act/)

[Reasonable accommodation policy](#)

(/Help/reasonable-accommodation/)

[Selective Service](#)

(/Help/working-in-government/fair-and-transparent/selective-service/)

[Signature and false statements](#)

(/Help/working-in-government/fair-and-transparent/signature-false-statements/)

[Social security number request](#)

(/Help/working-in-government/fair-and-transparent/social-security-number/)