Title 21 Vacancy Announcement
Department of Health and Human Services (HHS)
Food and Drug Administration (FDA)
Office of Regulatory Affairs (ORA)
Office of Human and Animal Food Operations (OHAFO)
Office of Human and Animal Food Operations-East or West (HAF-E / HAF-W)
Consumer Safety Officer (Animal Food Specialist)

Application Period: Open through August 25, 2023

Area of Consideration: Open to all qualified applicants. You must be a U.S. Citizen or U.S. National. Foreign nationals or legal permanent residents are not eligible for consideration.

Position: Consumer Safety Officer (Animal Food Specialist)

Series: AD-0696

Location(s): Telework Eligible

Location Reference Code (LRC)	Openings per LRC	Cities within Location
HAFW1	1	MN: Minneapolis WI: Milwaukee, Madison
HAFW3	2	AR: Little Rock TX: Dallas, Houston, El Paso, San Antonio
HAFW4	1	AZ: Tempe CO: Lakewood NM: Albuquerque UT: Salt Lake City
HAFW5	1	CA: Fresno, Sacramento, Stockton
HAFE2	1	DE: Wilmington MD: Owings Mills NJ: East Brunswick, Parsippany, Marlton PA: Harrisburg, Philadelphia, Pittsburg, Wilkes Barre VA: Falls Church, Portsmouth, Roanoke WV: Morgantown
HAFE5	1	OH: Brunswick TN: Nashville
HAFE6	2	IL: Peoria, Springfield IN: Indianapolis

Salary:
Starting at $78,592 (Band A)
Starting at $94,199 (Band B)

Work Schedule: Full Time

Cures Band(s): A/B **Full Performance Band Level:** B

Travel Requirements: Up to 50%

Bargaining Unit: This is a bargaining unit position

Relocation Expenses Reimbursement: Will not be paid

This position is being filled under a stream-lined hiring authority, Title 21 of the United States Code (21 US Code 379d-3a) as amended by the 21st Century Cures Act of 2016, section 3072 and the Consolidated Appropriations Act of 2023, Section 3624. The candidate selected for this position will serve under a career or career-conditional appointment and be paid under the provisions of this authority.

Additional information on the 21st Century Cures Act can be found here:

21st Century Cures Act Information

Introduction

The Food and Drug Administration is the regulatory, scientific, public health, and consumer protection agency responsible for ensuring that all human and animal drugs, and medical devices are safe and effective, that cosmetics, foods, food additives, drugs and medicated feeds for food producing animals, and radiation emitting devices are safe, and that all such products marketed in the United States are adequately, truthfully and informatively labeled and safely and properly stored, transported, manufactured, packaged and regulated. FDA's programs are national in scope and effect, and the agency's activities have a direct and significant impact on multi-billion-dollar industries, in addition to protecting the health and safety of American Consumers. The work of the Agency is carried out by a staff of more than 18,000 scientists, physicians, regulatory and other personnel stationed throughout the United States.

The Office of Regulatory Affairs (ORA) is at the forefront of building a public health safety net for today's complex, global regulatory environment. ORA professionals work in a range of program areas and locations, with 227 offices and 12 laboratories throughout the United States. As the lead office for all FDA field activities, ORA serves as the agency's direct connection with regulated industry through a) inspections of firms and plants producing FDA-regulated products, b) investigations of consumer complaints, emergencies and criminal activity, c) enforcement of FDA regulations, d) sample collection and analysis, and e) review of imported products.

The mission of the Office of Regulatory Affairs is to protect consumers/patients and enhance public health by ensuring timely access to safe, quality FDA-regulated products. To view our ORA Vision, Mission, and Values please visit: https://www.fda.gov/about-fda/fda-organization/office-regulatory-affairs.

The Office of Human and Animal Food Operations (HAF) oversees the coordination, interpretation

and evaluation of the FDA's overall field inspections and compliance efforts in the areas of human and animal food and other products regulated by the Center for Food Safety and Applied Nutrition (CFSAN) and the Center for Veterinary Medicine (CVM). Additionally, the HAF program focuses on national and international inspection of a variety of diverse and complex food products and production processes including infant formula, medical foods, low acid canned food and thermal processing, etc.

The HAF Program oversees field operations that encompass both food safety and food defense activities to determine compliance with the Food Safety and Modernization Act (FSMA) as well as other FDA laws and regulations, and to ensure the safety of consumers. In addition, the HAF program routinely coordinates emergency response activities, rapid identification of suspect tainted foods, trace forward, and tracebacks to swiftly address emerging issues which have potential to compromise public health.

The CSO-AFS, who reports directly to the first line supervisor under the authority of the Division Director, is expected to have basic knowledge in these areas of the food industries: Food microbiology, and the preventive controls of regulatory human and animal foods, including hazard analysis and the laws, regulations, and policies of FDA.

Duties/Responsibilities

The Consumer Safety Officer (Animal Food Specialist) has demonstrated and is recognized for a high level of competence in the full range of establishments regulated within the OHAFO program such as: inspections and investigation of animal food facilities and related industries (e.g., Veterinary Feed Directive, Bovine Spongiform Encephalopathy (BSE), Drug Residue) both domestically and foreign. These types of inspections and investigations will account for a level greater than 90% of the CSO's inspectional/investigative work.

Assignments involve a combination of scientific and regulatory responsibilities which usually call for several atypical inspectional or intensive investigative approaches to be applied to a wide variety of regulatory functions or scientific evaluations; and include the most difficult and complex sample collections, establishment inspections, unusual or novel special investigations and conducting objective surveys and emergency activities within the assigned area of responsibility. The CSO will also perform international inspections.

- Applies knowledge in a wide range of complex professional theories, concepts, principles, standards, and methods to determine, execute, and explain actions that modify standard practices, equipment, devices, processes, and well-known techniques and resolve a wide variety of complications and constraints contained in traditional projects.
- Skill to adapt precedents and existing strategies which allow occupational projects to meet unusual needs or demands and serves as a principal contributor for the assigned specialty areas on team-based projects.
- Ability to coordinate a team project by providing technical oversight and direction for a variety of principal team members representing related professional disciplines, and evaluates and presents plans, designs, reports, and correspondence concerning projects and product issues.

- Knowledge of and skill in selecting, adapting, and applying investigative methods and negotiating techniques to conduct complete and professional inspections and investigations, persuade reluctant persons and officials to provide information or access to information, and persuade industry representatives to agree to terms needed to achieve compliance.
- Skill in planning and carrying out assignments, resolving most conflicts that arise, coordinating the work with others as necessary, and interpreting policy on own initiative in terms of established objectives. In some assignments, the employee also determines the approach to be taken and the methodology to be used. The employee keeps the supervisor informed of progress and potentially controversial matters.
- Ability to apply judgment in interpreting and adapting guidelines, such as agency policies, regulations, precedents, and work directions for application to specific cases or problems. The employee analyzes results and recommends changes. Skilled in making decisions to assess unusual circumstances, variations in approach, and incomplete or conflicting data.

Conditions of Employment

- U.S. Citizenship requirement or proof of being a U.S. National must be met by closing date.
- Employment is subject to the successful completion of a background investigation, verification of qualifications, completion of onboarding forms, submission of required documents, and any other job-related requirement before or after appointment.
- Applicants must meet all qualification requirements by the closing date of this announcement.
- Direct Deposit: You will be required to have all federal salary payments electronically deposited into a bank account with a financial institution of your choice.
- FDA participates in e-Verify: All new hires must complete the I-9 form; this information will be processed through e-Verify to determine your employment eligibility. If a discrepancy arises, you must take affirmative steps to resolve the matter.
- Males born after December 31, 1959 must be registered with the Selective Service.
- One-year probationary period may be required.
- Financial Disclosure may be required.
- Ethics Clearance may be required.
- Background Investigation/Security Clearance is required. All employees must pass a security investigation. Failing to pass the background check may be grounds for removal or legal action. If hired, you may be subject to additional investigations at a later time.

Qualifications

To be placed into a Cures position, candidates must meet the following criteria:

1. Scientific, Technical, and Professional Fields
2. Qualified and Outstanding Candidates
    a. ***Qualified*** applies to all candidates for Cures appointments. The FDA OTS will use the basic requirements defined in the OPM Qualification Standards as a baseline

for comparing experience levels and other candidate attributes for relevant positions.

b. ***Outstanding*** candidates can be defined by existing outstanding work experience, outstanding performance rating, or both.

In order to qualify for this Title 21 Cures position, the candidate(s) must meet the following **required** qualifications. *Please note: Additional education and experience listed that is not indicated as required is preferable and desired. Candidates who do not meet the "desired" criteria will not be excluded from consideration for this position.*

Education Requirement: The education must have been obtained at a college, university, or an accrediting body recognized by the Secretary, U.S. Department of Education at the time the degree was obtained. For more information please see: OPM Occupational Series Qualification Requirements.

Consumer Safety Series, 0696

Desired Professional Experience:

BAND A: Our ideal candidate will have:

- Ability to apply the principles, concepts, tools, and methodologies related to inspections, investigations, and analysis of federal laws, rules, and regulations.
- Working knowledge of and skill in selecting, adapting, and applying investigative methods and negotiating techniques.
- Broad knowledge of various scientific and technical disciplines necessary to carry out tasks related to the regulation of the food industry.
- Skill in planning and carrying out assignments, resolving most conflicts that arise, coordinating the work with others as necessary, and interpreting policy on own initiative in terms of established objectives.
- Skill in determining the approach to be taken and the methodology to be used for inspections and investigations.
- Demonstrated knowledge of written and verbal communication practices and principles to prepare and present written reports, findings, and recommendations; develop analyses that are used for presentations.

BAND B: In addition to the skills/experience listed for Band A, the ideal candidate for Band B will also have the following skills and experience:

- Recognized for a high level of competence in the full range of animal food inspection types with expertise in conducting Current Good Manufacturing Practices (cGMP), Preventive Controls Animal Food (PCAF), BSE, VFD, Medicated Feed, and Drug Residue inspections and investigations.
- Skill in planning, conducting, leading highly technical, complex, and multi-faceted inspections and in-depth investigations related to the production, control, and testing of animal food products, and skill in interview and investigation techniques.

- Skilled in analyzing and evaluating complex data samples and documented information gathered during inspections and investigations and utilizes novel approaches as needed to ensure compliance with federal laws, rules, and regulations.
- Ability to prepare final Establishment Inspection Report (EIR), investigations memoranda, and proposed or final endorsements for inspections and investigations.
- Ability to evaluate and make recommendations on the state of compliance of a firm/individual involved in animal foods, or other FDA regulated product manufacturing.

Position requirements:

- This position requires the incumbent to have a current Driver's License to drive government vehicles.
- Able to travel up to 50% to various manufacturing sites across the US and abroad.
- Must meet physical demands of assignments conducting physical plant inspection. These assignments will require the climbing of staircases, working on wet floors, working in coolers, working in freezers, working in extreme heat, i.e., around retort cookers, and incidences when working with dangerous cleaning chemicals and unknown compounds.

Education Transcripts

SUBMITTING YOUR TRANSCRIPTS: Positions which are scientific or technical in nature often have very specific educational requirements. A transcript is required to verify educational achievement. Pay careful attention to the Qualifications and Education sections to identify vacancies where a transcript is required. Even if you hold a similar position or are a current FDA employee, you are not exempt from transcript requirements.

FOREIGN EDUCATION: If you are using education completed in foreign colleges or universities to meet the qualification requirements, you must show that the education credentials have been evaluated by a private organization that specializes in interpretation of foreign education programs and such education has been deemed equivalent to that gained in an accredited U.S. education program; or full credit has been given for the courses at a U.S. accredited college or university. For more information about this requirement, please visit the U.S. Department of Education website for Foreign Education Evaluation.

Security Clearance Requirements

Background Investigation/Security Clearance Requirements: If not previously completed, a background security investigation will be required for all appointees. Appointment will be subject to the applicant's successful completion of a background security investigation and favorable adjudication. Failure to successfully meet these requirements may be grounds for appropriate personnel action. In addition, if hired, a background security investigation or supplemental investigation may be required later.

Ethics Clearance Requirements

This position may require financial disclosure reporting and will be subject to FDA's prohibited financial interest regulation. If you are hired, you may be required to divest of certain financial interests. You are advised to seek additional information on this requirement from the hiring official before accepting any job offers. For more information, please visit the FDA Ethics web page: https://www.fda.gov/about-fda/jobs-and-training-fda/ethics.

Equal Employment Opportunity

Equal Employment Opportunity Policy

The United States Government does not discriminate in employment on the basis of race, color, religion, sex (including pregnancy and gender identity), national origin, political affiliation, sexual orientation, marital status, disability, genetic information, age, membership in an employee organization, retaliation, parental status, military service, or other non-merit factor. Equal Employment Opportunity (EEO) for federal employees & job applicants

Reasonable Accommodation

Reasonable Accommodation Policy

Federal agencies must provide reasonable accommodation to applicants with disabilities where appropriate. Applicants requiring reasonable accommodation for any part of the application process should follow the instructions in the job opportunity announcement. For any part of the remaining hiring process, applicants should contact the hiring agency directly. Determinations on requests for reasonable accommodation will be made on a case-by-case basis. A reasonable accommodation is any change to a job, the work environment, or the way things are usually done that enables an individual with a disability to apply for a job, perform job duties or receive equal access to job benefits. Under the Rehabilitation Act of 1973, federal agencies must provide reasonable accommodations when: An applicant with a disability needs an accommodation to have an equal opportunity to apply for a job. An employee with a disability needs an accommodation to perform the essential job duties or to gain access to the workplace. An employee with a disability needs an accommodation to receive equal access to benefits, such as details, training, and office-sponsored events. You can request a reasonable accommodation at any time during the application or hiring process or while on the job. Requests are considered on a case-by-case basis. Learn more about disability employment and reasonable accommodations or how to contact an agency.

E-Verify

The Food and Drug Administration participates in the USCIS Electronic Employment Eligibility Verification Program (E-Verify). E-Verify helps employers determine employment eligibility of new hires and the validity of their Social Security numbers.

How to Apply

Applicants must submit (1) letter of interest that includes the state(s)/city(s) for which you are interested; (2) a detailed current résumé; (3) transcripts (with foreign credentials evaluation if applicable); (4) for federal employees only, redacted SF-50 (redact birth year and last for digits of SSN only).

Send the above documents to the ORA Executive Recruitment Staffing Committee at ORAExecutiveandScientificRecruitment@fda.hhs.gov.
IMPORTANT: The application must show this job reference ID in the subject line: **3-CSO-AFS-Location Reference Code(s).** *E.g., 3-CSO-AFS-HAFW1, HAFW3*

Applications will be accepted through August 25, 2023. Candidate resumes may be shared with hiring official within the Office of Regulatory Affairs with a similar job vacancy. Candidates can opt out of this process by annotating resume with "do not share".

Announcement Contact

For questions regarding this Cures position, please contact ORAExecutiveandScientificRecruitment@fda.hhs.gov and include the following job reference ID**: 3-CSO-AFS** in the subject line.

Interested in investigative work? Consider joining the FDA's Office of Human and Animal Foods

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FDA is an equal opportunity employer.