OPTIONAL APPLICATION FOR FEDERAL EMPLOYMENT - OF 612

You may apply for most jobs with a resume, this form, or other written format. If your resume or application does not provide all the information requested on this form and in the job vacancy announcement, you may lose consideration for a job.

1. Job title in announcement	2. Grade(s) applying for	3. Announcement number
Supv. Info. Technology Specialist		

4. Last name	First and middle names	5. Social Security Number
Kang	Richard Soong-Il	

6. Mailing Address	7. Phone Numbers (incl. area code)
8220 28th Ave. NE	**Day** **(** 206 **)** 860 **-** 6786

City	State	Zip Code	**Eve** **(** 206 **)** 525 **-** 8331
Seattle	WA	98115	

WORK EXPERIENCE

8. Describe your paid and nonpaid work experience related to the job for which you are applying. Do not attach job descriptions.

1) Job Title (if Federal, includes series and grade)
Supervisory Computer Specialist   GS-0334-14 Step 2

From (MM/YYYY)	To (MM/YYYY)	Salary		per	Hours per week
10/2000	Present	$ 81,000		year	40

Employer's name and address	Supervisor's name and phone number
National Marine, Fisheries Service, NOAA Northwest Fisheries Science Center 2725 Montlake Blvd., E. Seattle, WA 98112	Michael Schiewe (206) 860-3270

Describe your duties and accomplishments

Currently serving as the team leader for the Salmon Data Management (SDM) Team for the Northwest Fisheries Science Center (NWFSC) for all listed endangered and threatened salmon species in the Pacific Northwest. Primary duties include providing leadership in advancing a corporate repository approach to spatial and tabular data, documents, analytic modeling tools, and full text search capability all available over the web. Primary duties include forming subteams on a project by project basis to develop core salmon applications and data for over 300 plus scientists and external customers.   Tools used by the SDM team include Oracle 8.17 DBMS, Oracle 9i AS, Designer, Microsoft Visual Basic, ASP, Access and ESRI Arc GIS, Spatial Data Engine (SDE), and Internet Map Server (IMS) application management and implementation on the Windows 2000 environment.   I manage 2 permanent FTE's at the GS-12 level, a GIS Coordinator and a GIS Analyst, 1 PT Metadata specialist, and 2-3 contractors including 1 Oracle DBA/Developer, 1 Oracle Designer, 1 Oracle Web Application Developer.   I currently manage a combined budget of $650,000/yr with contributions from the Costal Services Center.
My accomplishments and ongoing assignments include the following:

- I am currently the SDM Project Manager and COTR for implementing Phase I and II of the NWFSC Salmonid Database (NSD) and GIS application development efforts to be entirely available over the web in cooperative development efforts with the Salmon Technical Recovery Teams responsible for all listed salmon species. The Salmonid Database is an Oracle Application built from several existing smaller databases, spreadsheets, and files integrated into one application with tabular, spatial, and document data in a single repository served over the web. We are using a rapid application prototype method following Entity Relationship and Function Hierarchy modeling approach with all system documentation stored in the Designer metadata repository. There are 5 to 6 development team members with 6 to 10 research scientists and staff providing input for modeling, documentation, user acceptance test, data cleanup and validation. Provided formal presentations and status reports to the Salmon Leadership team meetings. Project to be completed by end of August 2002.

- I managed the design and development of a web enabled Lotus Teamroom like application for coordination, collaboration, and cooperation of on-going salmon related projects and documentation using Visual Basic Script converted to ASP hooked into Oracle 8.17 via ODBC and MS IIS.   The GIS Coordinator who had not developed any Oracle applications did all of the coding in less than 4 months with my supervision and guidance. This is a significant development of a major core application with all information stored in a single repository that is designed to track all SDM projects, discussions, personnel information, full text searchable technical publications and documents in 250 formats, resource related links, and meetings in a workflow enabled with e-mail functionality for notifications via a pull paradigm to all information on the web. The significant aspect of

the design is that all the information is related to each other so that you can search all projects, links, documents, topical interests, meetings, personnel and discussions. The list and database is dynamically updated over the web in a multi-user environment. User friendly frontend and backend entry screens with roles and security have been developed for authentication and insert/update/delete/read functionality.

- Worked as Project Manager for the first 5 months on arrival at the NWFSC on the Electronic Fish Catch Log Book web enabled Oracle application project with ARIS Corp. that was seriously in trouble after spending $1.3 Million dollars over a 3 year period and the contractor was in default for failing to complete the SOW agreed to from the start of the project. Through extensive negotiations, completed all SOW listed items, revised project plan, application development, testing, documentation, IV&V, and final delivery of source code and equipment closing out the project from ARIS. Wrote a new SOW for Paladin Data Systems to finalize the Observer module not covered under the existing contract. The EFCL application was handed off to existing staff and put into production by beginning of field season during Summer 2001 as I transitioned to working on salmon related efforts.

- Held Center-wide SDM Open House and numerous demonstrations to various internal and external customers of 3 major working prototype web database/GIS applications developed over a seven month period with the 7 member SDM team. Demonstrations included Oregon Watershed Enhancement Board legacy Access Database converted to Oracle Application portal, Salmon Abundance Database, and SDM portal which was web enabled with Spatial and document management capabilities with users updating all information via the web in a secure environment using Oracle 9iAS, Oracle DBMS, Oracle Intermedia, Apache Server, IIS and ESRI IMS server.

- Created and directed several sub-teams providing guidance, meetings, and information sharing with the 9 member Knowledge Organization Initiative (KOI) for keeping the Divisions updated on SDM progress, 12 member Spatial Data Team with completion of the Center GIS requirements gathering effort, 8 member Document Management Team for tracking and serving ove the web all Center publications, the 9 person Salmonid Database development effort, and restarting the 100 plus member Pacific Salmon Information Network (PSIN) made up of all levels of government, tribal, and public interest groups with the deployment of the PSIN website which the SDM team built into production in June 2002.

- Architected and procured and set up $75,000 Windows 2000 Development environment with 5 Dell dual processor 1.7 Ghz servers with 1 Gig of Rambus Memory with over 3 terabytes of Raid 0-5 capable Adaptec multi-channel controller and low cost 100 and 120 Gig IDE hard drive, 5 GIS/ development workstations, and 4 portables. Centralized all ESRI application software and maintenance agreements for $72,000 and coordinated with WO NFMS CIO office for use of all Oracle licenses through national procuremen effort resulting in zero expediture for Oracle maintence costs to the Center.

- Attended numerous meetings and conferences with other Federal, State, Tribal, local government, and citizen groups interested in sharing data and lessons learned via Pacific Salmon Information Network, Northwest Power Council which oversees BPA and the Columbia Basin covering 4 states, Pacific Salmon Recovery Conference, and Regional Ecosystems Office technical committee meetings.

- Developed PD's, SOW, interviews and hired all permanent FTE's, contractors, and student interns for the Salmon Data Management Team with performance reviews, weekly status meetings, and hands-on project tracking for final deliverables.

- Completed COTR training from Management Concepts for recertification and attended ESRI Annual Conference in San Diego in 2001.

WORK EXPERIENCE (Continued)

8 Describe your paid and nonpaid work experience related to the job for which you are applying. Do not attach job descriptions.

2) Job Title (if Federal, includes series and grade)
FS Application Development Program Coordinator   GS-0334-13 Step 4

From (MM/YYYY)	To (MM/YYYY)	Salary			Hours per week
6/1999	9/2000	$ 66,979	**per**	year	40-55

Employer's name and address	Supervisor's name and phone number
US Forest Service, IRM 1621 North Kent Street, Suite 701 Arlington, VA 22203	Grant Dekker (703) 605-4722

Describe your duties and accomplishments

Officially reassigned to Advanced Technology System Engineering (ATSE) Branch as the Forest Service (FS) Oracle and Lotus Application Development Program Coordinator. Primary duties will be to provide leadership in advancing Oracle and Lotus Notes application management and implementation on the IBM Unix environment. In addition, I am in charge of providing an enhanced National Application Development environment. I manage 4 contractors including 1 IBM Oracle DBA, 1 IBM Systems Administrator, 1 Mercury Tester and 1 Oracle Application Developer.   I am currently the FS Project Manager and COTR for implementing Phase I of the Louts Notes mail enabled versions of Paycheck, Travel, and Pontius applications in cooperative development with Lotus Professional Services.

My accomplishments and ongoing assignments include the following:

- Forest Service Project Manager for a $900,000 engagement converting Paycheck, Travel, and Pontius applications to Lotus Notes Domino Applications at the national level involving a combined team of 18 developers and 3 application project managers. Provide formal presentations and status reports to the IRM Directors Leadership team meetings on a monthly basis.
- I am working as the National Oracle Application and DBMS Architect, coordinating IBM Boulder, Open Systems Environment (OSE), Information Management Repository and the Washington Office Advance Technology System Engineering and field beta sites made up of 9 team members over a period of 11 months to deploy Oracle 7.3.4.4 and Oracle 8i, Developer 4.5 and 6.0 and Designer 6.0 on the AIX 4.3.1 and Windows 95 on 315 locations (DCE/DFS cells) throughout the Forest Service. Also, working as the subject matter expert for Oracle on the national Tivoli Enterprise deployment team which the FS is in the initial architectural design phase.
- FS representative on IBM Contractors Administrators Management team working on Oracle and application development issues on the IBM $220 million hardware, software, and service contract.
- As the Project Manager, coordinated the development of a custom Lotus Notes Setup utilities with the assistance of 2 IBM contractors and OSE saving the agency over 60,000 hours or $1.2 million over manual procedures and greatly accelerating the deployment phase using Lotus Domino Designer, Lotus Notes, and DOS programming.
- Working on national strategic direction for incorporating Lotus Notes, Domino Webserver, and Designer into FS architectural environment, with connections to Oracle 8i database and developer tools for 32,000 Notes users.
- As part of my duties for testing new software and hardware for the Forest Service, I led a team of 5 to review, test and recommend an interim solution for Go Global X terminal thin client software for R5 and other remote locations for access to the IBM Unix environment from PC Clients over low speed modems. Tested Tarantella, Exceed Web, Exceed Hummingbird, and Go Global.

WORK EXPERIENCE (Continued)

8 **Describe your paid and nonpaid work experience related to the job for which you are applying. Do not attach job descriptions.**

3) Job Title (if Federal, includes series and grade)
Forest Service Y2K/ National Application Migration (NAMP) Program Manager   GS-0334-13/3

From (MM/YYYY)	To (MM/YYYY)	Salary			Hours per week
7/1997	6/1999	$ 61,895	**per**	year	40-60

Employer's name and address	Supervisor's name and phone number
US Forest Service, IRM 1621 North Kent Street, Suite 701 Arlington, VA 22203	Jayne Handley, PP&S Branch Chief 703-605-4558 John King, Y2K Project Manager 703-605-4546

Describe your duties and accomplishments

Sept. 1997 to Nov. 1998 as the FS Y2K/NAMP Program Manager:

Reassigned as Forest Service (FS) Y2K/NAMP Program Manager from Policy, Planning, Standards staff. Reported directly to the Forest Service CIO, Jack Arthur starting Sept, 1997 to Nov. 1998. Principal duties involved coordination, national direction and project management for 40 Y2K field points of contacts (POC's); team leader for 3 Forest Service employees (matrix team) and 9 IBM contractors; managed a budget of $3,000,000 for FY 98 and $2,000,000 for FY 99; acted as the primary FS COTR for 20 application rehosting contracts with IBM; provided monthly Y2K status reports to USDA; provided documentation to various oversight groups including OIG, House Investigation and Surveys, and OMB; worked closely with the CIO on national application migration efforts involving 586 applications; met Y2K milestones and guidelines as outlined by GAO, OMB and the Department.

My accomplishments include the following:
- Coordinated and completed Y2K Assessment Report to USDA on Nov. 3, 1997 after working with 40 Y2K Point of Contacts and 12 member Y2K Assessment team. The Y2K progress resulted in a $76 Million dollar waiver from the Department for IBM contract implementation.
- Completed technical approval request to the Department for $23 Million dollar waiver for ninety seven national and regional applications critical to the FS for migration off of the legacy Data General systems and onto the new IBM Unix client/server environment.
- Established and managed Y2K Project Team of 9 to 11 IBM contractors and 3 FS employees coordinating the execution of the FS Y2K national activities and providing support to 40 POC's representing national program areas and field units.
- Successfully planned, coordinated, and established IBM Unix and PC hardware/software testing and development environments, estimated at $400,000 for Y2K unit and integration testing of level 1 most critical national applications. Provided a development environment and service unit for national development teams which greatly accelerated Y2K renovations and migration efforts.
- Evaluated and implemented new software technologies and processes such as suite of Mercury testing software, Oracle web server with 100% generation from Oracle Designer 2000 resulting in a web Y2K tracking database hooked to Oracle, Adobe Acrobat PDF documents and document indexing, FrontPage 98, Lotus Approach for adhoc reports from Oracle and extensive use of the intranet for distribution and communication in a production working environment in order to communicate with the field.

Dec. 1998 to June 1999 as the Y2K System Support Coordinator:

Reassigned as Y2K System Support Coordinator and Forest Service (FS) COTR for all IBM Y2K related contracts. Directly supervised 7 IBM application development contractors and 1 volunteer for on-going system support for Y2K application renovation, validation testing, implementation, and maintenance for national and local applications on the IBM UNIX environments. Tracked $2,000,000 budget for FY 1999 and $1,600,000 Y2K Emergency fund. Provided on-going support for FS development staffs for system support on 4 IBM Unix servers, 21 PC's, and 12 X-terminals for Y2K testing and application development.

My accomplishments and awards include the following:
- Supervised 7 IBM contractors in support of FS National Y2K testing and development environment.
- As the project leader, coordinated the development and implementation of the FS Deployment Tracking System for issues and deployment tracking using Oracle Web DB working with 4 IBM Project Managers and 1 IBM Application Developer and 1 Oracle DBA over the course of 1 month. Developed an interactive user's guide in Adobe Acrobat for national deployment over the FS intranet.
- Wrote Fire IV&V statement of work and assisted the Y2K Project Manager initiate the review, award, and implementation of the contract working closely with the FS Contracting Officer. Provided all Y2K assessments and testing documentation to the IV&V firm on CD with full document search capability using Adobe Acrobat and Verity indexed search engine.
- Provided bi-weekly status reports of progress to the FS CIO, Y2K Program Manager, and Y2K Project Manager.
- Administered the completion of over 20 FS rehosting contracts for application migrations from the Data General AOS/VS to IBM Unix systems for national release including several mission critical financial applications.
- Presented to 8 IRM staff members, including the FS CIO, Mercury Testing tools and its uses in the Y2K testing process. Decision reached to continue with automated testing of all 18 financial applications and add another testing contracting personnel.
- Designed and implemented FS National Y2K application implementation tracking system on the FS Intranet using Front Page 98. Trained volunteer to use Front Page and Adobe Acrobat and maintain the FS Implementation web page.
- Trained current Y2K Project Manager as part of transition for 3 months.

Awards:
- Received Certificate of Merit and Cash Award of $3,500 from John B. Arthur, Director of Information Resource Management for Leadership of the Forest Service Year 2000 (Y2K) and National Application Migration Project (NAMP) on March 1999.

WORK EXPERIENCE (Continued)

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4) Job Title (if Federal, includes series and grade)
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WORK EXPERIENCE (Continued)

8 Describe your paid and nonpaid work experience related to the job for which you are applying. Do not attach job descriptions.

5) Job Title (if Federal, includes series and grade)
Computer Specialist GS-0334-12/5

From (MM/YYYY)	To (MM/YYYY)	Salary			Hours per week
05/1996	04/1997	$ 51,828	**per** year		40**+**

Employer's name and address	Supervisor's name and phone number
U.S. Forest Service, R10 Litigation Team 709 W. 9th St., Juneau, AK 99801	Cherie Shelley 907-586-8855

Describe your duties and accomplishments

Detailed to Region 10, Juneau, Alaska for 12 months as lead systems analyst to assist the Regional Litigation Team convert 1.2 million pages of microfiche, paper, and electronic documents.   Rapid electronic access and retrieval was accomplished as compared to the microfiche and manual search process then in place using a document search engine and Adobe Acrobat PDF files on CD's. The new process was critically important in defending the on-going $1.7 billion lawsuits against the Forest Service 50 year timber contracts.   Dept. of Justice had estimated that the cost of converting and indexing 2.2 million pages would cost approximately $7.5 million dollars. The first 200,000 pages were converted from microfiche for less than $123,000 including capitalization of $87,000 in computer hardware and software over a 12 week period with a team of 5 Forest Service temporary employees.

Major accomplishments during this period included the following:
- Identification of business and user requirements; assessment of current work in progress with previous contracts; assess technical skill base of team members; inventory of hardware/software; evaluate current policies and guidelines; determine management's expectations, priorities, support, budget, and time frame for completion; analyze alternative courses of actions; conduct pilots for feasibility; propose recommended alternative and execute the preferred alternative within budget, resources and time frames.
- Prototype development of the electronic document conversion and search process over a 6 month period with a demonstration to the Region 10 Leadership team, USDA lawyers, and Dept. of Justice contractors. Received a $250 On the Spot cash award and approval to proceed with pilot phase implementation.
- Worked with CACI, Aspen, Excalibur, Oracle and local document conversion companies and service bureaus for contract estimates and software technology capabilities in meeting project requirements. Attended Delphi document management course and Federal Document Management symposium in Wash. DC in Nov. 96.
- Wrote technical justification for expenditure of $87,000 for hardware and software approved by WO.
- Developed, documented, and trained 7 employees on the document management process from start to finish in converting microfilm to searchable Adobe Acrobat documents for 200,000 pages. The litigation support team has converted over 1.5 million pages in-house since I have left the project.
- Maintained, supported, and trained users on 10 IBM Pentium Pro workstations and 1 NT dual processor server throughout the project. Extensive background with scanning, CD recording, and indexing of FS contract documents using a variety of software such as Adobe Acrobat Exchange, Acrobat Capture, Acrobat Search, Paperport Deluxe, BlackTIE, Recollect Gold Document Management/Indexing, Rasterview, Scanfix, Adaptec Easy CD Creator, and MS Project.

Awards:
- Received Certificate of Merit, Cash Award of $2,500 and a superior performance rating for FY 1997 for significant cost savings to the government and accomplishments on the document management project.

6) Job Title (if Federal, includes series and grade)
Computer Specialist GS-0334-12/4

From (MM/YYYY)	To (MM/YYYY)	Salary			Hours per week
08/1993	04/1996	**$** 49,090	**per** year		40

Employer's name and address	Supervisor's name and phone number
Mt. Baker-Snoqualmie NF Mountlake Terrace, WA 98043	Dan Harkenrider 425-744-3270

Describe your duties and accomplishments

Primary duties entailed Forest Information Management (70%) and R6/PNW Oracle CASE Coordinator (30%). As the Forest Information Manager, I assisted various program areas and users implement national database applications, trained end users, developed custom databases and reports in Oracle and worked with the Forest GIS and Planning Analyst to integrate the collection, maintenance, and use of natural resource data. As the Regional Oracle CASE Coordinator, I advised and assisted developers and program managers on their CASE projects, demonstrated capabilities of CASE, coordinated and facilitated training sessions, supported the ISAT Oracle database, and represented the Region at national IRM meetings and on national details.

Major accomplishments during this period included the following:
- Detailed to Boise Fire Center to review and select a CASE tool for the inter-agency fire community receiving an On the Spot cash award of $100 for the 6 week detail and providing technical input for alternative analysis and selection with a team of 8 members.
- Detailed to Washington Office for 6 months as a core team member of 10 members to work on the Implementation Master Plan (IMP) which was internally published in Dec. 1994. The IMP is a follow on to the Framework document that defined the strategic need for implementing an integrated information environment where information is used many times and collected once. I personally articulated the need for a single physical instance to the CIO which was adapted as one of the eight priorities.
- Detailed to Agency Wide Strategy Project and to the Atlanta Information Management Repository (IMR) for 2 weeks each to complete the entity relationship diagram for the agency and kick off the IMR.
- Coordinated the Regional CASE Support team at Portland which I had formed before moving back to Seattle.
- Served as team leader and deployed with 2 other members, Infra national database after working closely for 2 months and training 40 Forest users on the Olympic and Mt. Baker-Snoqualmie NF.

Awards:
- Received Certificate of Merit and Cash Award of $600 from the Chief of the Forest Service for completion of the Forest Service Implementation Master Plan as a member of the core team over a 6 month period.

WORK EXPERIENCE (Continued)

8 Describe your paid and nonpaid work experience related to the job for which you are applying. **Do not attach job descriptions.**

7) Job Title (if Federal, includes series and grade)
Computer Specialist GS-0334-12/2

From (MM/YYYY)	To (MM/YYYY)	Salary			Hours per week
06/1991	08/1993	$ 41,641	**per** year		40**+**

Employer's name and address	Supervisor's name and phone number
U.S. Forest Service, R6 Portland, Oregon	Bernie Armstrong (retired) Lynn Vancil (former R6 IRM Director) 503-808-2806

Describe your duties and accomplishments

I was the Regional Technical Approval Specialist for hardware, software, and service contracts and processed over $7 million dollars worth of approvals over the two years for mostly Unix and PC equipment, software and peripherals for 50% of my duties. I evaluated each technical request working with end users to document and plan the range of alternatives available with verification that proposed alternatives were feasible and practicable given the business needs and benefit/cost justifications. It was important to keep up with contracting and purchasing regulations, the rapid technology advances, as well the internal policies and guidelines for technical authority. In addition, I served as the principal lead designer for the satellite vegetation database project team over a six month period. I received a Certificate of Merit and Cash Award of $800 for the ISAT database work.   I was also responsible for setting up a Unix learning environment for the Region in anticipation of award of Project 615 but also leveraged the equipment and software for Oracle CASE development. For 25% of the time I was the champion in the Region for use of Oracle Methodology and coordinated the seven team members in support of Regional Oracle Development through the use of Oracle CASE for generation of forms, reports and Oracle objects on the new SGI IRIX Unix and IBM PC OS/2 environments. I also volunteered over 40 days to Mt. Baker-Snoqualmie NF in Seattle, to lead a matrix team of seven members to develop a multi-media information kiosk for Forest visitors with full motion video playback and touch screen running on an Amiga computer with a full screen 20" Sony monitor and Pioneer 12" laser disks. All work was completed by the seven member team with targeted technical support from contractors over an eleven month period on budget and on schedule. The multimedia kiosk was piloted in 1992 to numerous public libraries, REI, Forest and Regional Visitor Centers with much excitement and local press coverage as a way for government agencies to inform the public of recreation opportunities and services.

8) Job Title (if Federal, includes series and grade)
Computer Specialist GS-0334-11/2

From (MM/YYYY)	To (MM/YYYY)	Salary			Hours per week
9/1988	05/1991	$ $38,684	**per** year		40

Employer's name and address	Supervisor's name and phone number
Mt. Baker-Snoqualmie NF Mountlake Terrace, WA 98043	Walt Weaver (retired) (H) 206-524-8173

Describe your duties and accomplishments

Served as the Engineering Computer Specialist for over two years with major acquisition of PC technology and AutoCAD for a group of 74 Forest Engineering staff who had been previously working mostly with remote mainframe and manual methods with limited local equipment for road design, bridges, survey, and facilities. I personally wrote all technical requisitions to the Regional office for technical approval amounting to $250,000 and the documents became a model to follow within the Engineering community. I worked closely with the Forest Engineer to identify the needs of the engineering staff; provided and facilitated training for advance classes in AutoCAD and specialized engineering software; trouble shooted all hardware and software at 3 separate field locations. I have never taken a PC hardware repair class but can completely swap out a system or debug most problems encountered with limited tech support. I converted several mainframe Fortran applications to run on the local Data General mini-computers saving considerable computer time-share charges. I received a Certificate of Merit and a Cash Award of $1,000 for modernizing the engineering staff with PC technology.

WORK EXPERIENCE (Continued)

8 Describe your paid and nonpaid work experience related to the job for which you are applying. Do not attach job descriptions.

9) Job Title (if Federal, includes series and grade)
   Forest Planning Analyst GS-0460-09/5

From (MM/YYYY)	To (MM/YYYY)	Salary			Hours per week
08/1985	09/1988	$ 29,963	**per** year		40**+**

Employer's name and address	Supervisor's name and phone number
U.S. Forest Service, R6 Seattle, WA 98104	Don Culver (retired) 206-442-4888

Describe your duties and accomplishments

As a planning analyst for 38 months, I have been responsible for the compilation of forest resource data and information to be used in the Forest Draft Environmental Impact Statement. I assisted other resource specialist in interpreting and extracting output reports from FORPLAN (a linear programming model). As management directions changed, I assisted the team in the changing of the FORPLAN model to meet compliance with National Forest Management Act (NFMA), Resource Planning Act (RPA) and National Environmental Protection Act (NEPA). Assisted the forest economist in resolving sensitivity analysis in FORPLAN runs. In addition, calculated discounting, present net value and benefit/cost analysis from the forest resource outputs and activities generated from each alternative. In addition, I assisted the wildlife biologist utilize a wildlife habitat manipulation model using an electronic spreadsheet and application programs in order to do "what-if" analysis for population estimates.

During this period, I was the primary FS COTR for Trail Resource Information System (TRIS) after developing a second version of a prototype in RBASE running on a PC for hikers and visitors to the National Forest trail system, state, and local governments offering outdoor recreation opportunities. The TRIS system in 1986 received wide publicity for providing up to date trail information and conditions and was hosted by the Seattle Libraries, REI, various local recreational centers and FS offices throughout Region 6. I received a Certificate of Merit and a Cash Award of $600 from the Regional Forester.

0) Job Title (if Federal, includes series and grade)
   Genetic Tree Improvement Forester GS-0460-09/3

From (MM/YYYY)	To (MM/YYYY)	Salary			Hours per week
06/1982	08/1985	$ 23,956	**per** year		40

Employer's name and address	Supervisor's name and phone number
Mt. Baker-Snoqualmie NF North Bend, WA 98045	Stan Pasin (retired) 206-888-1421

Describe your duties and accomplishments

As a professional forester for 38 months on the North Bend Ranger District (1982-1985), my principal duties included administering the District's stand exam and genetic tree improvement programs. After careful planning, laying out and reconnaissance of the stand units under review, I wrote, awarded, and administered numerous contracts for tree planting, cone collection, pre-commercial thinning, fence building, scion collection, stand exam, fertilizing, and slash burning projects. I supervised 6 to 10 seasonals during the summer months. A variety of information was collected from the field, processed on the DG or at Ft. Collins Computer Center and in some cases stored into a Total Resource Inventory database (TRI) for queries and report generation. Recommendations and reports were provided to the interdisciplinary teams on inventoried field units as part of the environmental assessments (EA's) for suitability/capability analysis of the planning areas for future stand treatments, timber harvests, and/or other multiple uses. I received a Certificate of Merit and a Cash Award of $500 for innovative uses of field recorders for the Genetic Tree Improvement Program and stand exams.

In addition, undertook a self-study course and passed the state pesticide applicator exam for the State of Washington in June '84 - '86. Administered, trained, and implemented the safe use of herbicides on forest vegetation. Monitored and documented water quality samples taken from aerial fertilization of forest stands. Volunteered personal time for spotted owl surveys, streamside surveys, recreation trail maintenance, and Christmas tree sales.

WORK EXPERIENCE (Continued)

8 Describe your paid and nonpaid work experience related to the job for which you are applying. Do not attach job descriptions.

1) Job Title (if Federal, includes series and grade)
Graduate Research Assistant

From (MM/YYYY)	To (MM/YYYY)	Salary			Hours per week
09/1980	03/1982	$ 9.63	**per** hour		20

Employer's name and address	Supervisor's name and phone number
College of Forest Resources, AR-10 Seattle, WA 98195	Prof. Gordon Bradley 206-545-0881

Describe your duties and accomplishments

Worked as a Graduate Research Assistant on the effects of internal/external environmental and organizational influences on Forest Land Use Planning in Region 6 at the College of Forest Resources, University of Washington.

Principal duties and accomplishments include:
- Researched, compiled, and keypunched three decades of US Census data by County for Oregon and Washington.
- Designed and implemented a relational database using UWRIM for queries and report generation on the CDC Cyber mainframe computer.
- Worked with fellow graduate student and Prof. Gordon Bradley setting up the database for SPSS statistical batch processing.
- Completed advanced programming courses in Fortran and Basic using both the CDC CYBER and DEC VAX II at the Uni. of Washington in order to better utilize the computer in the research project.
- Consulted and user tested mainframe prototype version of UWRIM for Wayne Erickson, creator of RBASE relational database program for IBM PC compatible micros.

1) Job Title (if Federal, includes series and grade)
Forestry Coop GS-0460-05/3

From (MM/YYYY)	To (MM/YYYY)	Salary			Hours per week
05/1980	04/1982	$ 6.09	**per** hour		30

Employer's name and address	Supervisor's name and phone number
Mt. Baker-Snoqualmie NF Seattle, WA 98104	Dewey Tate 206-825-2571

Describe your duties and accomplishments

Worked in Forest Land Management Planning at the Supervisor's Office on the Mt. Baker-Snoqualmie National Forest as a Coop-ed student with emphasis in computer mapping and database.

Principal duties and accomplishments include:
- Developed procedures and ran R2 Map computer generated resource database stored on UNIVAC 1100 mainframe computer with main emphasis in editing and manipulation of the files at FCCC for use with FORPLAN and for information query.
- Built data files and ran application programs such as GRIDENT and FORPLAN systems on the TI-990 micro-computer. Trained planning personnel to use the TI-990 for application programs.
- Completed special assessments for various specialists on the forest land management planning team applying basic knowledge and principles related to forestry, computer applications, and cartography.

9. May we contact your current supervisor?
     YES [X]   NO [ ]   **If we need to contact your current supervisor before making an offer, we will contact you first.**

EDUCATION

10. Mark highest level completed.   Some HS [ ]   HS/GED [ ]   Associate [ ]   Bachelor [X]   Master [ ]   Doctoral [ ]

11. Last high school (HS) or GED school. Give the school's name, city, state, zip code (if known), and year diploma or GED received.   Middletown High School, Middletown, NJ   Graduated 1974

12. Colleges and universities attended. Do not attach a copy of your transcript unless requested.

1) Name			Total Credits Earned		Major(s)	Degree	Year
Rutgers College			Semester	Quarter		(if any)	Received
City	**State**	**Zip Code**					
New Brunswick	NJ		38		Econ.		
2) Name							
University of Washington, Forestry School					Forest		
Seattle	WA	98105		188	Mgmt.	B.S.	1980
3) Name							
University of Washington, Forestry Grad School					Land Use		
Seattle	WA	98105		18	Planning		

OTHER QUALIFICATIONS

13. Job-related training courses (give title and year). Job-related skills (other languages, computer software/hardware, tools, machinery, typing speed, etc.). Job-related certificates and licenses (current only). Job-related honors, awards, and special accomplishments (publications, memberships in professional/honor societies, leadership activities, public speaking, and performance awards). Give dates, but do not send documents unless requested.

See attached documents for Training (13a), Awards (13b) and Publications (13c). I have excellent skills with IBM PC's in DOS, WIN95, WIN98, Amiga, Data General AOS/VS, and limited skills with IBM Unix AIX, SGI IRIX and Microsoft NT/2000 operating systems. I have used all major office automation software such as Wordperfect, MS Word, Quattro Pro, Excel, Harvard Graphics, and Freelance. I have knowledge of database application development software including Rbase, Oracle, Oracle Designer 2000, Oracle Developer, SQL*Plus, and Oracle Web DB and Oracle AS.   I have excellent knowledge of Adobe Acrobat Exchange, Acrobat Capture, Acrobat Distiller, Acrobat Catalog, Visio, Applix, Lotus Smart Suite, AutoCad and learning FrontPage 98, Microsoft Project, Lotus Notes and Tivoli Framework. I have designed and programmed several applications in Rbase, Oracle, DG Present Reportwriter, FES, Sort/Merge, Fortran, and Basic over the course of my career. I have extensive experience fixing most PC hardware problems with excellent troubleshooting skills for peripherals such as printers, plotters, scanners, digitizers, monitors, CD Writers, modems, tape drives, lan cards, overhead projectors, external hard drives, and removable drives.

GENERAL

14. Are you a U.S. citizen?   YES [X]   NO [ ]   ➤Give the country of your citizenship. _____

15. Do you claim veterans' preference?   NO [X]   YES [ ]   ➤ Mark your claim of 5 or 10 points below.
     5 points [ ]   ➤ **Attach your DD214 or other proof.**
     10 points [ ]   ➤ **Attach an** *Application for 10-point Veterans' Preference* **(SF-15) and proof required.**

16. Were you ever a federal civilian employee?
     NO [ ]   YES [X]   ➤ **For highest civilian grade give:**

Series	Grade	From	To
0334	14/2	10/2000	Present

17. Are you eligible for reinstatement based on career or career-conditional Federal status?
     NO [ ]   YES [X]   ➤ **if requested, attach SF-50 proof.**

APPLICANT CERTIFICATION

18. I certify that, to the best of my knowledge and belief, all of the information on and attached to this application is true, correct, complete and made in good faith. I understand that false or fraudulent information on or attached to this application may be grounds for not hiring me or for firing me after I begin work, and may be punishable by fine or imprisonment. I understand that any information I give may be investigated.

SIGNATURE	DATE SIGNED
/s **Richard S. Kang**	5/20/2002

NAME: Richard S. Kang   **VACANCY #: W/NMF/NWC/000386.BC**

13b. LIST, BY DATE, ANY SIGNIFICANT AWARDS, CITATIONS OR SPECIAL ASSIGNMENTS

DATE   NATURE OF AWARD, etc.

8/2000   Certificate of Merit for valued leadership and outstanding work in preparing the
                Forest Service for the deployment of Oracle 8I from Forest Service CIO, Jack Arthur.
                Received a cash award of $1,000.

6/2000   Group Honor Award for Excellence and achievement in meeting the challenges of the
                Y2K millennium rollover while ensuring continued operation and delivery of program
                services signed by USDA Secretary of Agriculture Dan Glickman.

5/2000   Selected as Forest Service honoree to the Dept. of Agriculture at the Government
                Computer News FORUM in Washington DC for commitment to the application
                of information technology for management improvement in government while
                deploying Lotus client and Domino applications to 34,000 users. Received
                cash award of $1000.

5/2000   President's Council on Year 2000 Conversion for outstanding Y2K service medal for
                January 1, 2000.

3/1999   Reassigned as the FS Y2K Program Manager reporting directly to
                the Forest Service CIO, Jack Arthur. Received Certificate of Merit and cash award
                of $3500 for leadership in the Forest Service Y2K and National Application
                Migration Project (NAMP).

8/1997   Detailed to R1O for Document Management Conversion Project for one
                year and received $250 On the Spot Cash Award, Certificate of Merit and Cash
                Award for $2500 for significant cost savings to the government.

10/1996   Detailed to Boise, ID for 6 weeks to participate as a Forest Service
                representative to the National Wildfire Coordination Group in selecting
                CASE software, received $100 On the Spot Cash Award.

8/1995   Detailed to the Information Management Repository in Atlanta to assist
                and kickoff the IMR Center of Excellence for 2 weeks.

12/1994   Certificate of Merit and $600 Award signed by the Chief for outstanding
                contribution as a Core Team Member of the Information Management Implementation
                Master Plan Project for 6 months.

12/1993   Letter of thanks for contribution to the President's Ecosystem Management
                Assessment Team.

13b. cont. of AWARDS, CITATION, or SPECIAL ASSIGNMENTS

12/1993	Developed a multimedia kiosk for the Mt. Baker-Snoqualmie NF, acting as the core team leader with 7 other members volunteering 40 days of personal time over a year and half while working at the Regional Office in Portland.
11/1993	Letter of appreciation for work on the Agency Wide Strategy Study while on detail for 2 weeks to the WO.
11/1992	Certificate of Merit and $800 Award signed by the Regional Forester in recognition in the development of Region 6 Landsat Oracle data base for 6 months over a 2 year period.
6/1992	Detailed to WO for work with CS&T and Personnel in the development of the People Download database for 6 weeks.
11/1990	Certificate of Merit and $1,000 Award signed by the Forest Supervisor for outstanding performance in assisting the Engineering organization of the forest in acquisition of $250,000 worth of computer equipment, software and training.
5/1990	Letter of thanks for contribution as a member of Train the Trainers for DG Oracle in Region 6, Portland.
11/1988	Letter of appreciation for help in the analysis of 12,000 public responses to the DEIS and Proposed Forest Plan developing a relational database application on a PC for 4 months.
7/1988	Certificate of Merit and $600 Award signed by the Regional Forester for outstanding contribution in the development of the Trails Information System (TRIS) program for IBM PC's and DG computers for 6 months.
10/1987	Received a plaque for significant contribution and completion of the Forest Draft Environmental Impact Statement while on the Land Management Planning Team for 2 years.
1/1986	Certificate of Merit and $500 Award for efforts at technical innovations in use of field data recorders, development of procedures, and programs for their field application to the Genetic Tree Improvement and Stand Exam Programs.

13c. LIST, BY DATE, ANY SIGNIFICANT PUBLICATIONS

DATE   NATURE OF PUBLICATIONS

8/1998   As the Forest Service Y2K Program Manager and Team Leader, I was
              responsible for the completion of the FS Y2K Assessment Report,
              technical approval waiver requests, Y2K monthly reports, testing
              documentation and procedures, and GAO, Congressional, and USDA OIG
              oversight groups request for information.

12/1996   As a member of the Document Management Core Team, I wrote the
              technical approval request and cost/benefit analysis of alternatives for
              the pilot effort to convert 1.5 million pages for the $1.7 billion dollar
              lawsuits. Developed and reviewed internal document conversion
              procedures as well as trained 7 team members over the course of the
              one year detail.

12/1994   As a member of the Implementation Core Team, I wrote significant
              portions of the internally published, Forest Service Implementing
              the Information Management Framework, Implementation Master Plan
              while on detail to the Washington Office (WO) for 6 months.

11/1992   As the team leader of the ISAT Development Team, I wrote portions of
              and reviewed the data dictionary for the ISAT database. This was
              used in Region 6 on 17 National Forests in Oregon and Washington.

11/1988   As a planning analyst on the Mt. Baker-Snoqualmie NF, I wrote the
              Analysis of the Management Situation first draft that was published
              in the Draft Environmental Impact Statement. Five thousand copies
              were printed and shared with the public for comments and review.

7/1988   As the FS lead programmer, I wrote the Trail Information System
              User Guide and System Documentation that was used by several private
              and public agencies as well as Region 6 Forests.