

State of Washington  
Dept. of Fish and Wildlife  
invites applications for the position of:

**careers.wa.gov**  
Working for Washington State

# FISH AND WILDLIFE BIOLOGIST 3

**SALARY:** \$3,522.00 - \$4,627.00 Monthly

**OPENING DATE:** 11/08/12

**CLOSING DATE:** Continuous

## DESCRIPTION:




**Our Mission**

To preserve, protect and perpetuate fish, wildlife and ecosystems while providing sustainable fish and wildlife recreational and commercial opportunities.

**Vision**

Conservation of Washington's fish and wildlife resources and ecosystems.

**Additional Salary Information**

The salary range reflects a 3% salary reduction for state employees over the 2011-13 biennium, which was passed by the Legislature effective July 1, 2011 through June 29, 2013.

The Washington Department of Fish and Wildlife (WDFW) is dedicated to protecting native fish and wildlife, and providing sustainable fishing, hunting and wildlife viewing opportunities for millions of residents and visitors. Working throughout the state, WDFW's employees—field biologists, enforcement officers, land stewards, lab technicians, customer service representatives and others—manage hundreds of fish and wildlife species, maintain nearly a million acres of public wildlife lands, provide opportunities for recreational and commercial fishing, wildlife viewing and hunting, protect and restore habitat and enforce laws that protect fish and wildlife resources.

The WDFW is recruiting to fill one full time permanent Fish & Wildlife Biologist 3 position located in the Habitat Program. The department may consider a Fish & Wildlife Biologist 2 "in-training". This position reports to the Regional Habitat Program Manager or the Assistant Regional Habitat Program Manager, and serves as the lead for the Program regarding fish & wildlife habitat preservation, protection, conservation, restoration, enhancement, and environmental permitting requirements in Stevens and Ferry Counties. The position is also responsible for providing technical assistance regarding fish and wildlife habitats both internally as a senior member of the District Team and within the community assigned, including state agencies, local governments, tribal governments, members of the public and conservation groups. The duty station is the Colville District Office within Stevens County.

It is in the candidate's best interest to apply **before Nov. 30th** when a first review of candidates will be completed. The Department of Fish and Wildlife reserves the right to fill and close this position without notice.

## DUTIES:

Serve as Department expert in Stevens and Ferry County regarding Fish & Wildlife habitat preservation, protection, conservation, restoration, enhancement, and environmental permitting requirements

Implement the Hydraulic Project Approval process in accordance with Chapter 77.55.RCW, 77.57.RCW, and Chapter 220-110-WAC (Hydraulic Code Rules).

Provide office and field review and assistance regarding County, City or Municipalities environmental protection ordinance implementation under the Shoreline Management Act and Growth Management Act.

Serves as lead for forest habitats by providing office and field review of plans, permits and actions conducted in the forested environment.

Conducts habitat enhancement or acquisition as lead or part of a multi-disciplinary team. This may include grant-writing, formal presentations and project development/management.

#### **QUALIFICATIONS:**

This position requires a bachelor's degree in fisheries, wildlife management, ecology, natural resource science, or environmental science and three years of experience in fish, wildlife, or habitat management or research. A master's or Ph.D. with a relevant specialty may substitute for one year of the experience.

The best qualified applicants will have experience and training that demonstrate knowledge, skills, and abilities in the following areas:

Knowledge of Pacific Northwest fish and wildlife, their habitats and life histories.

Demonstrated knowledge and working experience in habitat restoration, protection, conservation and restoration methods, techniques and strategies.

Working knowledge of fish and wildlife inventory and/or habitat assessment techniques.

Demonstrated ability to effectively work with the public, tribes and other government entities on difficult or sensitive environmental issues.

General knowledge of state and federal environmental rules and regulations in Washington State.

Ability to use Microsoft Office 2007 products especially WORD and EXCEL; working knowledge of the use and application of Priority Habitats and Species databases is desirable;

Ability to use ARCGIS or other similar programs;

Ability to effectively negotiate agreements as a representative of the agency; ability to mediate/resolve conflicts involving difficult or sensitive issues;

Ability to communicate effectively in writing and orally.

Ability to deliver responsive and professional customer service to applicants, citizens, stakeholders, local governments, tribes, and state and federal agencies.

Experience is based on full time equivalency (i.e., 40 or more hours/week). Part time work is prorated (e.g., 20 hours/week for 6 years = 3 years of experience). Do not count experience that was a part of your educational requirements.

**\*College course work involving major study in biology, zoology, fisheries, chemistry, natural sciences, or closely allied field will substitute, year for year, for experience, provided course work includes at least six semester or nine quarter hours of natural science classes.**

A valid Washington or other State Driver's License

## SUPPLEMENTAL INFORMATION:

### Working Conditions:

Typical hours are 8:00 am to 5:00 pm. Early morning or late evening work may occasionally be required with the potential to be called for emergency response at any time. Occasional overnight travel may be required. Field work can vary from 10% to 80% depending upon season and requires working outdoors during inclement weather, walking over rough terrain ( typically less than a mile but occasionally over long distances of several miles) while carrying a light load. Field work may involve wading in moving water while operating a backpack electro-shocker and/or operation of a boat in riverine or lake environments.

### Union

This position is covered by a collective bargaining agreement between the State of Washington, Department of Fish & Wildlife, and the Washington Association of Fish and Wildlife Professionals (WAFWP). As a condition of employment you must either join the union and pay union dues, or pay the union a representational or other fee within 30 days of the date you are put into pay status.

To apply for this position you **MUST** complete your profile at [www.careers.wa.gov](http://www.careers.wa.gov) and attach the following to your profile before completing the online application:

Cover letter describing how you meet the qualifications of this position

Current resume

Three professional references (personal references do not count as professional)

**Please note:** Failure to follow the above application instructions will lead to disqualification. E-mailed documents will not be accepted in lieu of attaching your documents to the online profile.

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Upon submission of your online application, you will immediately receive a confirming e-mail. You will then be notified via e-mail of your status during the process. In addition to the e-mail notifications, you can check the status of your application at any time by visiting your online profile at [www.careers.wa.gov](http://www.careers.wa.gov). Due to the high volume of applications that we receive, we ask your understanding and encourage you to use the online process and avoid calling for information.

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The Department of Fish and Wildlife is an equal opportunity employer. We strive to create a working environment that includes and respects cultural, racial, ethnic, sexual orientation and gender identity diversity. Women, racial and ethnic minorities, persons of disability, persons over 40 years of age, disabled and Vietnam era veterans and people of all sexual orientations and gender identities are encouraged to apply. Persons needing accommodation in the application process or this announcement in an alternative format may call (360) 902-2276 or the Telecommunications Device for the Deaf (TDD) at (800) 833-6388.

## FISH AND WILDLIFE BIOLOGIST 3 Supplemental Questionnaire

- \* 1. Have you ever been convicted of a misdemeanor or felony within the last ten (10) years?  
☐ Yes    ☐ No
- \* 2. Do you have a valid Washington State, or other state, driver's license? (If selected for an interview, you may be asked to furnish your license and driving record.)  
☐ Yes    ☐ No

- \* 3. Please verify that you have included the following information in your online application: 1) A chronological resume OR a completed online profile that includes education and employment history 2) A detailed cover letter describing how you meet the qualifications for this position. 3) Three professional references.

☐ Yes   ☐ No

- \* 4. Please describe your experience reviewing, developing, writing and administering environmental plans for preservation, protection, conservation, restoration or enhancement of fish and wildlife habitat.

- \* 5. Please describe your experience reviewing, developing and presenting habitat enhancement and land acquisition projects.

- \* 6. Please describe your experience reviewing, developing, writing and administering Hydraulic Project Approvals or other environmental permitting processes including assessments, impact statements and federal, state or local environmental protection or land use ordinances.

- \* 7. Please describe your experience working with the general public, tribes and other government entities on difficult or sensitive environmental issues.

- \* Required Question