

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

careers.wa.gov
Working for Washington State

FISH & WILDLIFE BIOLOGIST 4 * 12800H

SALARY: \$3,704.00 - \$4,860.00 Monthly

OPENING DATE: 12/20/12

CLOSING DATE: 12/27/12 11:59 PM

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 Washington Department of Fish and Wildlife is recruiting to fill a full-time permanent Fish and Wildlife Biologist 4 position working for the Habitat Program Protection Division. The duty station is the Natural Resources Building in Olympia, Washington, although a regional office duty station may be considered.

This position is a reposting of 2012-11458H. If you applied previously on the original recruitment and still want to be considered, you will need to reapply now.

DUTIES:

The position serves as a statewide biologist providing support to regional staff that process Hydraulic Project Approvals. Primary duties include:

- Review Hydraulic Project Approval applications for completeness.
- Process HPA applications and issue hydraulic project approvals for a subset of project types.
- Compile and analyze data from the HPA database.

QUALIFICATIONS:

Required Education and Experience

B.S. degree in fish, wildlife, or related natural resource science field. Skills and experience necessary for this work include experience in fish and wildlife habitat management, with a focus on habitat concerns, mitigation and state and federal regulatory requirements; and good communications, negotiation/dispute resolution and computer skills:

Knowledge of:

Functionally proficient in environmental permitting and regulatory processes.

Expertise and functional proficiency in the Hydraulic Project Approval (HPA) program, including statutes, rules, and policy guidance, and knowledge of and experience with HPA technical issues to effectively identify project impacts and potential mitigation measures for those impacts is preferred.

Functional proficiency in the use of the Hydraulic Permit Management System (HPMS), the webbased database application for HPAs.

Knowledge of fish and wildlife habitat and life history needs and requirements. Additional knowledge of impacts of construction projects on aquatic and riparian habitat and resources, and measures to mitigate those impacts.

Ability to organize, coordinate, or lead program or process activities.

Functional knowledge of the requirements of other environmental permitting and review processes, such as the Growth Management Act, Shoreline Management Act, State Environmental Policy Act, etc.

A valid Washington or other State Driver's License.

Preferred:

Proficient in Microsoft Access, Microsoft Excel, Microsoft Word, and SQL Server Management Studio programs.

Effectively communicates in individual and group discussions, independently analyzes and weighs the risks versus benefits in decisions and recommendations related to fish and wildlife resources, and habitat issues.

Builds rapport and partners with WDFW staff, the public, Indian Tribes, and local, state, and federal governmental agencies regarding issues pertaining to fish and wildlife protection.

Applies negotiation and conflict resolution skills when communicating with difficult people under difficult circumstances.

Uses excellent written and verbal communication skills.

Ability to maintain good working relationships particularly when working with a diverse team of coworkers. Ability to interact with others in a positive manner.

SUPPLEMENTAL INFORMATION:

Work is performed almost exclusively indoors in an office environment. Standard business hours are Monday – Friday from 8:00a.m. to 5:00p.m, but the incumbent may need to adjust the work schedule to meet business needs. The department will consider a flexible work schedule at the incumbent's request, however this is subject to the supervisor's approval. Some travel is required to meet with regional staff or conduct other business, or attend training.

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.

How to Apply:

To apply for this position you **MUST** complete your profile at following to your profile before completing the online application:

A cover letter describing how you meet the qualifications of this position (generic cover letter will not be accepted)

A current resume (please make it succinct)

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.

Upon submission of your online application, you will immediately receive a confirming email. You will then be notified via e-mail of your status during the process. In addition to the email notifications, you can check the status of your application at any time by visiting your online profile at www.careers.wa.gov.

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 & WILDLIFE BIOLOGIST 4 *12800H Supplemental Questionnaire

* 1. Do you have a valid driver's license? Yes No

Yes No

* 2. Have you been convicted of a misdemeanor or felony within the past ten (10) years?
(Conviction of a misdemeanor or felony does not necessarily bar you from employment.)

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 processing Hydraulic Project Approval applications.

* 5. Please describe your experience using Microsoft Access, Microsoft Excel, SQL Server and

Management Studio. Please include discussion of your experience writing and running queries, creating and running reports, filtering and sorting data, and generation of pivot tables.

- * 6. Please describe your experience and knowledge of hydraulic project construction techniques and your experience reviewing and interpreting construction drawings and plans.

* Required Question