

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



Ecosystem Services Division Manager - WMS3

SALARY: \$68,347.00 - \$78,599.00 Annually

OPENING DATE: 02/22/13

CLOSING DATE: 03/04/13 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 DEPARTMENT

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. Learn more about us at www.wdfw.wa.gov

This position oversees the policy direction and the operational functions of the Ecosystems Services in the Habitat Program. The Habitat Program is one of three natural resource programs within the Washington Department of Fish and Wildlife, and is dedicated to conserving and restoring ecosystems necessary for the long-term sustainability of fish and wildlife populations in Washington State.

This is a full time, permanent position located in Olympia WA at the Natural Resource Building (NRB).

DUTIES:

The department is viewed as the expert agency in fish and wildlife issues as they relate to land use planning and landscape solutions in Washington State. Decisions made by this position provide solutions that influence the quality and quantity of fish and wildlife habitat resources of the state, with direct impacts on resource-based industries, federal, state and local government planning decisions, and growth within the state. Negotiations conducted may result in the acquisition of potentially millions of dollars' worth of lands, management, personnel, and operating and maintenance funds. The position facilitates and promotes actions of external agencies/entities that are protective of or beneficial to fish/wildlife/habitats/recreation and WDFW business objectives.

This position is responsible for directing staff and expertise in the Division to ensure appropriate policy direction and cross program coordination are in place to effectively engage and influence external partners and other entities. The position has statewide decision making and oversight responsibilities for the following specific agency functions (most can be found on our website):

- Priority Habitat and Species
- Forest Practices Policy
- Water Resource Policy
- Puget Sound Policy
- Renewable Energy/Major Projects mitigation

The Ecosystems Services Division Manager directs the Division's operational functions relative to water and land use planning, and ensures the effective implementation of Conservation Initiative principles, agency Strategic Plan and Habitat Program Business Plan for the conservation and restoration of Washington's fish and wildlife and their habitats.

This position has delegated authority for the following Division responsibilities:

- Lead, organize, and account for the work performed by the Ecosystem Services Policy Division.
- Supervise and evaluate the effectiveness of five Section Managers (with ~14 FTEs) in implementing all Division activities.
- Manage the Ecosystems Services Division budget of approximately \$9.1 M per biennium (includes state and federal funds, local and interagency agreements).
- Represent the Director and agency on state boards associated with natural resource policy or supervise staff who represent the Director on these boards.
- Represent the agency when interfacing with the public, legislators, tribes, and other state, federal, and local governments.

QUALIFICATIONS:

Required experience and education:

- Proven leadership skills that model the way, inspire a shared vision, and enable others to act.
- Bachelor's Degree in a natural resource science or related field.
- Five years of progressive management experience.
- Excellent writing and editing skills.
- Proven ability to clearly communicate with management, the Legislature, regulatory bodies, and employees.

Preferred candidates will have the following experience, knowledge, skills, and abilities.

- Advanced knowledge of principles of marine, fresh water, and terrestrial ecology and natural resource management.
- Ecosystem management principles.
- Multiple state and federal conservation laws.
- Demonstrated effective negotiation skills.

Skills/ Ability to be effective in this position:

- Ability to lead major program policy issues in a manner that contributes to solutions of complex land and water use issues.
- Knowledge and experience in performance-based management.
- Strategic planning and visioning.
- Clear and concise oral and written communication across managerial, professional, and legislative levels.

- Work effectively with the public and diverse interests and professions.
- Negotiate and resolve complex and conflicting issues with short timelines.
- Prioritize and make decisions on diverse issues.
- Organize, motivate, and provide leadership and vision for staff.
- Manage programs, policies and procedures.
- Ability to work effectively as a member of a team.

SUPPLEMENTAL INFORMATION:

How to Apply:

To apply for this position you **MUST** complete your profile at www.careers.wa.gov and attach the 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 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.

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.

Ecosystem Services Division Manager - WMS3 Supplemental Questionnaire

- * 1. Do you have a valid state driver's license?
☐ 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 specify your level of education.
☐ Bachelor's degree in a natural resource science or related field.
☐ Master's degree in a natural resource science or related field.
☐ PhD in a natural resource science or related field.
☐ No degree or the degree in unrelated to natural resource science field.

- * 4. How many years of progressive management experience do you possess?
☐ 36-59 months
☐

60-83 months

☐ 84 or more months

☐ I do not have the required experience.

- * 5. Please describe your understanding of ecosystem management principles.

- * 6. Please describe your negotiating experience; include budget level, complexity and impact of issues you have negotiated. Your response should be specific to your specific role in these negotiations

- * 7. Please attach to your profile, two examples that display your writing skills (i.e., previous reports, articles, proposals). Please provide a brief description of the examples here.

- * 8. 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. 4.) Two writing examples.
☐ Yes ☐ No

* Required Question