

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 2 *02288W

SALARY: \$3,117.00 - \$4,088.00 Monthly

OPENING DATE: 03/07/13

CLOSING DATE: 03/31/13 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 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 Department of Fish and Wildlife is recruiting to fill one full time permanent Fish and Wildlife Biologist 2 position located in the Wildlife Program, Game/Diversity Division. The duty station is located in Ephrata, Grant County. Ephrata is the county seat for Grant County and has a population of 7,800. The local school district has strong community support and has very successful academics, artistic, and athletic programs. In addition to good schools, Ephrata has low crime, is close to major retail centers of Moses Lake and Wenatchee, and has comparatively low cost of living. The climate is arid and has 4 distinct seasons. Temperatures range from an average minimum of 20o F in January to an average maximum of 88o F in July. The surrounding area provides year-round fishing opportunity for a wide variety of species ranging from walleye to salmon. Hunting is also popular in the area particularly for waterfowl, upland game birds (pheasant, quail, chukar, gray partridge), and mule deer.

DUTIES:

This position serves as the assistant to the District Wildlife Biologist 4 in implementation of Wildlife Program goals objectives and assignments within District 5. This position is funded 75% and 25%, for game and diversity (non-game) related work, respectively. Focal game species for this district include waterfowl, pheasant, quail, and mule deer. Focal diversity species in this district include Washington ground squirrels, northern leopard frog, colonial nesting waterbirds,

burrowing owls, and pygmy rabbits.

Primary duties include:

- Inventory and monitor wildlife populations.
- Secure funding for wildlife management and habitat conservation activities.
- Communicate with the public on diverse wildlife issues.
- Participate in the development of recommendations for wildlife management and recreational opportunity.
- Participate in the development of recommendations for habitat enhancement.
- Assist in implementing the Landowner Hunting Permit Programs and other private lands programs in the District.
- Implement wildlife management activities.
- Supervise temporary staff in the work unit.

QUALIFICATIONS:

Required Education and Experience

Candidates must have a bachelor's degree and at least 2 years of professional experience in a natural resources field, or a master's degree in wildlife management, biology, zoology, or other natural sciences related field.

Coursework should have included most or all of the following:

- Wildlife population ecology.
- Wildlife habitat relationships.
- Wildlife survey methods.
- Principles of wildlife harvest management.
- Personal computer hardware and software (MS Excel, Word, PowerPoint, Access; ESRI ArcMap).
- Wildlife management tools and field techniques.

Preferred Experience

Candidates should be competent in the following areas:

- Ability to follow prescribed protocols and procedures.
- Field surveys to collect data.
- Species identification.

Competencies

Well qualified applicants will demonstrate competencies in the following areas:

- Ecology and management of one or more of the following taxa; waterfowl, upland game birds, or mule deer.
- Wetland habitat management to enhance waterfowl hunting opportunity.
- Upland habitat management to enhance nesting and escape cover.
- Managing recreational opportunities to provide quality hunting.
- Conservation of wetland and shrubsteppe obligate species.
- Grant writing for habitat restoration or species conservation activities.
- Permitting requirements for wetland and terrestrial habitat work.
- Knowledge of local hunting regulations.
- Data analysis and interpretation.
- Ability to speak and write effectively.
- Working knowledge of ArcMap.
- Working knowledge of at least one population estimation method/tool (e.g. Mark, Capture, Aerial Survey, Lincoln-Peterson, Jolly-Seber, etc.).

SUPPLEMENTAL INFORMATION: WORKING CONDITIONS

The successful candidate must be willing and able to:

- Work in all weather conditions including extreme heat or snow and sometimes over difficult terrain and surfaces up to 75% of the time.
- Work hours outside of the regular 8:00 am – 5:00 pm, Monday – Friday work hours including evenings and weekends.
- Transport equipment weighing up to 40 pounds over uneven terrain.
- Travel up to 10% of the time including occasional multiple day, out-of-state, overnight trips.
- Safely operate motor vehicles, boats, and ATV's.

UNION

This position is covered by a collective bargaining agreement between the State of Washington, Department of Fish & Wildlife and the Washington Federation of State Employees (WFSE)/Washington Association of Fish and Wildlife Professionals (WAFWP), which contains a "union security" provision. This means that, as a condition of employment, you must either join the union and pay union dues, or pay the union a representation 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 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. 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.

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 2 *02288W Supplemental Questionnaire

* 1. What best describes your level of education?

- High School or GED
- Associates Degree
- Bachelor's Degree
- Master's Degree
- Ph.D
- None of the above

* 2. What is your major area of study? If multiple degrees, please list each degree and major.

- * 3. What best describes your abilities with regards to wetland habitat management?
- I have no wetland management abilities
 - I have read about wetland management techniques
 - I have formal training for wetland management techniques
 - I have managed wetlands for specific habitat conditions
- * 4. What best describes your professional level experience in wildlife or habitat management? 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.
- I have less than 12 months of experience
 - I have 12 – 23 months of experience
 - I have 24 – 35 months of experience
 - I have 36 – 47 months of experience
 - I have 48 or more months of experience
 - None of the above
- * 5. What best describes your level of aerial waterbird survey experience?
- I have never flown to perform an aerial waterbird survey or telemetry.
 - I have flown in fixed-wing or rotary-wing aircraft to perform an aerial waterbird survey or telemetry greater than 2 times.
 - I have flown in fixed-wing or rotary-wing aircraft to perform an aerial waterbird survey or telemetry greater than 10 times.
- * 6. What best describes your level of aerial deer survey experience?
- I have never flown to perform an aerial deer herd composition survey.
 - I have flown in fixed-wing or rotary-wing aircraft to perform an aerial deer herd composition survey greater than 2 times.
 - I have flown in fixed-wing or rotary-wing aircraft to perform an aerial waterbird survey or telemetry greater than 10 times.
- * 7. What best describes your experience giving oral presentations to conservation, civic, professional, and/or sporting groups?
- I do not have this type of experience
 - I have given 1 to 3 presentations
 - I have given 4 to 6 presentations
 - I have given 7 or more presentations
- * 8. What best describes your experience as a technical expert for a species, group of species, or habitat(s) for an agency, department, and/or business? 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)
- I do not have this type of experience
 - Less than 1 year of experience
 - 1 or more years of experience
- * 9. What best describes your experience making management recommendations for wildlife or wildlife habitat? 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)
- I do not have this type of experience
 - Less than 2 months of experience
 - 2 or more months of experience
- * 10. What best describes your experience conducting wildlife and/or habitat tours to an audience of 5 or more individuals?
- I do not have this type of experience
 - I have conducted 1 to 3 tours

- I have conducted 4 to 6 tours
- I have conducted 7 or more tours
- * 11. What best describes your experience capturing or live-trapping wildlife?
 - I do not have this type of experience
 - I have captured and/or live-trapped 1 species
 - I have captured and/or live-trapped 2 to 5 species
 - I have captured and/or live-trapped 5 or more species
- * 12. What best describes your experience using a computer to estimate population size and/or survival rates of wildlife?
 - I do not have this type of experience
 - I have performed this task 1 to 3 times
 - I have performed this task 4 to 6 times
 - I have performed this task 7 or more times
- * 13. What best describes your experience conducting an analysis using statistical computer software?
 - I do not have this type of experience
 - I have performed this task 1 to 3 times
 - I have performed this task 4 to 6 times
 - I have performed this task 7 or more times
- * 14. What best describes your experience using Geographic Information System (GIS) to manage and analyze geospatial data?
 - I do not have this type of experience
 - Less than 1 year of experience
 - 1 or more years of experience
- * 15. Are you willing and able to work in all weather conditions including extreme heat or snow, and over difficult terrain and surfaces up to 75% of the time?
 - Yes No
- * 16. Are you willing and able to work hours outside of the regular 8:00 am to 5:00 pm, Monday through Friday work hours including evenings and weekends?
 - Yes No
- * 17. Do you possess a valid 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
- * 18. Have you been convicted of a misdemeanor or felony within the last 10 years? (Answering yes will not automatically bar you from employment)
 - Yes No
- * 19. 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

* Required Question