

State of Washington
 Dept. of Fish and Wildlife
 invites applications for the position of:
Fish & Wildlife Biologist 2 *02394H

careers.wa.gov
 Working for Washington State

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

OPENING DATE: 03/05/13

CLOSING DATE: 03/15/13 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.

FISH & WILDLIFE BIOLOGIST 2
(Permanent)

The Department of Fish and Wildlife (WDFW) is recruiting to fill one full time, permanent Fish and Wildlife Biologist 2 position located in the Habitat Program, Restoration Division, Statewide. The duty station is Olympia, Washington, with travel Statewide.

DUTIES:

JOB SUMMARY

This position organizes and conducts field work to support the hydraulic permit approval (HPA) program and the fish passage section activities. The key purpose of this position will be to lead the field data collection of the HPA compliance and effectiveness monitoring program that will be designed by the Habitat's Science Division. Additionally, this position

will organize and direct fish passage inventories and prioritization activities. This work will be accomplished by coordinating with the Fish passage staff, WDFW Science team, and regional biologists. The activities of this position support the goals and objectives of the Habitat Program Business Plan and the Agency strategic plan.

Primary duties include:

- Organize the field data collection component of the compliance and effectiveness monitoring program. Task includes:
Coordinate with project scientists from the Science Division, Fish Passage Section Manager and Regional Biologists to collect pre & post data on projects permitted through HPA program.
- Assist project scientists in developing and implementing data collection protocols. Task includes: Ensure data is collected accurately and efficiently. Organize data and place in a format to be analyzed. Complete data entry, including QA/QC and field data and work with in the new HPA tracking system and Fish Passage & Screening databases.
- Independently organize the field data collection component of the fish passage inventory and prioritizing surveys. Task includes: Conduct barrier assessments and stream surveys to collect physical measurements to evaluate the man-made made barriers and stream reaches. this includes data entry, QA/QC, and preparing data for statistical analysis.
- Supervise field technicians and maintain all field equipment. Task includes: Plans, assigns, and reviews the work of field staff, adjusting assignments and schedules to respond to fluctuating workloads. Train and motivate scientific technician staff. Evaluate employee performance and establish employee expectations. Keep field equipment and vehicles maintained and in good working order.
- Direct field assistants in performing all of the tasks listed above.
- Make adjustments to field protocols and work assignments as necessary.
- Enter field data into computers and perform quality checks to identify and correct errors.
- Provide assistance to Regional biologists on compliance monitoring data to collection of the HPA program. Task includes: Communicating with biologists on data collection needs and on established protocols.
- Create maps and organize GPS data. Task includes : Use GIS software for creating map and download GPS Data.
- Perform other duties as assigned.

QUALIFICATIONS:

Preferred

A Bachelor's degree involving major study in biological, environmental, physical, or one of the natural science, engineering or allied fields and one year professional level experience in biology, habitat management, habitat research, and/or project management.

OR

A Master's degree in one of the above fields will substitute for the required experience.

OR

one year as a Fish & Wildlife Biologist 1.

Must have a valid Washington State drivers license.

Competencies

Well qualified applicants will demonstrate competencies in the following areas:

- Fish passage requirements of salmonids
- Habitat enhancement/restoration techniques for salmonids
- Habitat requirements of salmonids
- Fish passage & screening assessment protocols.
- Physical & biological data collection techniques in marine and freshwater systems
- Communicate effectively verbally and in writing, in addition to interpersonal skills.
- Coordinate and lead technical staff, train & mentor others, also seek and act on opportunities to improve, streamline and re-invent work processes. Additionally, demonstrate the ability to manage multiple work assignments.
- Follow directions and work efficiently with minimal supervision.
- Proficiency in using Microsoft Office software, especially MS Word and Excel.
- Must be self motivated, reliable, punctual, and demonstrate good scientific ethics and integrity. Able to work independently and as part of an interdisciplinary team. Ability to complete all tasks to satisfaction and in a professional manner. Must be accessible , timely and responsive to internal and external entities requests.

SUPPLEMENTAL INFORMATION:

Working Conditions;

- Work in all weather conditions including extreme heat and sometimes over difficult terrain and surfaces up to 50% of the time
- Travel up to 50% of the time.
- Must be willing to travel overnight for several consecutive days and be willing to work long days and possibly on weekends.
- Must be able to adapt to a flexible work schedule and travel on fairly short notice.
- This job is physically demanding and the incumbent must be able to work year round in varying weather conditions, hike streams and in rugged, steep terrain carrying moderately heavy loads.
- Must be able to work comfortably, and safely along busy roadways, overwater structures, and boats.
- This position demands a mix of 50% office work & 50% field work.
- The work schedule will be non-scheduled but normally work Monday through Friday; 8 am to 5 pm, with travel to field work areas in remote locations

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), 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 qualification of his position (generic cover letters will not be accepted)

- A current resume (please make it succinct)
- Three professional references (personal references do not count as professional references)

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 identify 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 Telecommunications Devise for the Deaf (TDD) at (800) 833-6388.

Fish & Wildlife Biologist 2 *02394H Supplemental Questionnaire

- * 1. What best describes your level of education?
 - Associates Degree
 - Bachelor's Degree
 - Master's Degree
 - None of the above
- * 2. What was your major area of study? If multiple degrees, please list each degree and major.
- * 3. What best describes your field experience working specifically with collecting Habitat data? (This is the total amount of time spent participating in field study(ies) that specifically involved conducting Habitat and/or restoration data). 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
 - I have less than 12 months of experience
 - I have 13 to 23 months of experience
 - I have 24 to 36 months of experience
 - I have 36 or more months of experience
- * 4. Please briefly describe your field experience working with and/or collecting Habitat data, including the techniques used, type of data collected, whether you conducted statistical analysis on this data, and the type of statistical analysis.

- * 5. Please briefly describe your experience leading a data collection team. Include the type of project, what your responsibilities were in the study, the number of people directed, and whether you did any training of field staff.

- * 6. What best describes the highest level of responsibility you have had in a data collection effort?
 - I have never participated in a data collection effort
 - I have participated in a data collection effort under direct supervision
 - I have participated in a data collection effort without direct supervision, but I did not lead or supervise others
 - I have participated in a data collection effort and led or supervised others, but did not make protocol decisions without verifying them with my supervisor
 - I have participated in a data collection effort where I led or supervised others and made protocol decisions without having to verify them with my supervisor

- * 7. Please describe your experience using Microsoft Access, Microsoft Excel, and GIS programs. Please include discussion of your experience writing and running queries, creating and running reports, filtering and sorting data, and generation of pivot tables.

- * 8. Do you have experience writing summaries and reports in which you reported on research methods (field and analytical) and results, and discussed the findings of those results?
 - Yes No

- * 9. If you answered "Yes" to Question 9, please provide complete examples of the type of research conducted and the year it was conducted.

- * 10. Are you willing and able to work 8 hours in all weather conditions including rain, full sun, and temperatures above 80°F?
 - Yes No

- * 11. Are you willing and able to work in conditions that require walking up to 5 miles a day on uneven surfaces?
 - Yes No

- * 12. 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

- * 13. 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

- * 14. 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