

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

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Working for Washington State

## FISH AND WILDLIFE BIOLOGIST 3 \*02579H

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

**OPENING DATE:** 03/12/13

**CLOSING DATE:** 03/24/13 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 WDFW is recruiting to fill one full time permanent Fish & Wildlife Biologist 3 position located in the Habitat Program. The duty station for this position is located in the Natural Resources Building, Olympia, WA.

This position provides support and technical assistance to the Washington State Department of Transportation (WSDOT) and WDFW fish passage barriers.

In addition to:

- Maintains a strong database component including conducting queries in a Microsoft Office Access Program and provides fish barrier data to internal and external entities.
- Provides direct support to the field inventory crews and others working on fish passage and screening issues.
- Oversees the management and maintenance of biological data collected during fish passage barrier inventories and habitat surveys.
- Writes annual reports.
- Works closely with the Fish Passage Diversion Screening Inventory manager and conducts QA/QC of data.

### DUTIES:

- Within the Habitat Program's Restoration Division and Fish Passage Section, the employee provides support and technical assistance for directed inventories, assessments, and prioritization of human-made fish passage barriers and water diversions.
- The employee is responsible for the management of data (both electronic and hard files) associated with Fish Passage Section fish passage barrier inventories. Responsible for error checking of current and historical fish passage inventory data. Ensures that data entered by inventory teams are complete, correct, and comply with established protocols.
- Processes, analyzes, and interprets data using established procedures and prepares technical and summary reports on inventory efforts. Reports include biological assessments, and recommendations for fish passage corrections.
- Assists with the coordination of inventories and assessments with other state agencies, other programs within WDFW, and other tribal, federal, and local agencies. Develops refinements to protocols including the habitat assessment and prioritization methodologies.
- Provides quality customer service to WSDOT by responding in a timely manner to data requests.
- Writes the WSDOT fish passage annual report and includes the creation of all data queries for the report.
- Participates in fish passage inventory field data collection.
- Conducts physical habitat surveys of streams associated with fish passage barriers. This includes measuring physical characteristics of the stream using established protocols, identifying fish access and utilization, and identifying and evaluating other natural and human-made fish passage barriers. The data collected will be used to determine the need, feasibility, and priority of barrier corrections.
- Produces detailed fishway inspection reports reflecting functionality of the fishways.
- Assists with training to Fish and Wildlife Biologist 2's and Scientific Technician 3's to ensure compliance and consistency with inventory protocols.
- Participates in fish passage project planning, monitoring, and evaluation. This includes pre-project and post-project evaluations necessary to assess the juvenile and adult fish utilization and access associated with human-made barriers.
- Other duties as assigned

#### **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.

#### **Competencies**

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

Must have a thorough knowledge of the following:

- Fish passage requirements of salmonids.
- Habitat enhancement/restoration techniques for salmonids.
- Habitat requirements of salmonids.
- Life history for all species of salmonids.
- Fish passage and screening assessment protocols.
- Aquatic habitat assessment methods.
- Microsoft Office programs including thorough knowledge of creating data queries

Must have the following skills and abilities:

- Interpersonal skills.
- Verbal and written communications skills.
- Ability to train and mentor others.
- Ability to manage multiple work assignments.
- Ability to effectively negotiate agreements as a representative of the agency; ability to

mediate/resolve conflicts involving difficult or sensitive issues;

Must have the following behavioral competencies:

- Self-motivated.
- Ability to work with minimal supervision.
- Must conduct self in a professional manner.
- Ability to work closely with others.
- Creativity to solve problems
- Ability to deliver responsive and professional customer service to applicants, citizens, stakeholders, local governments, tribes, and state and federal agencies.
- Must be able to communicate technical information so those not trained in fisheries biology or in fish passage or habitat requirements for salmonids are able to understand and utilize the information.

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. Primarily an office position but does have a field component that requires the individual to work in the field and some overnight travel. 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:

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](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.

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 \*02579H Supplemental Questionnaire

- \* 1. What best describes your education and experience? 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) Experience must not be a part of your educational requirements.
  - I have a Bachelor's degree in wildlife management, biology, zoology, or other natural sciences related field AND at least two years of professional experience in a natural resources field.
  - I have a Master's or Doctorate degree in wildlife management, biology, zoology, or other natural sciences related field
  - None of the above
- \* 2. Please describe your experience working as a part of a multidisciplinary group, including any experiences you may have had working with such a group to solve difficult or sensitive issues
- \* 3. Please describe your experience managing multiple, deadline-driven tasks.
- \* 4. Please describe your experience writing reports and creating data queries.
- \* 5. 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
- \* 6. What best describes your experience working with outside entities including professional agency staff. 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
- \* 7. What best describes your level of experience conducting habitat surveys? 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
- \* 8. 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
- \* 9. 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

- \* 10. 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