

State of Washington  
 Dept. of Fish and Wildlife  
 invites applications for the position of:  
**NATURAL RESOURCE TECHNICIAN 2 CS**  
**\*02912W**

**careers.wa.gov**  
 Working for Washington State

**SALARY:** \$2,317.00 - \$2,904.00 Monthly

**OPENING DATE:** 03/18/13

**CLOSING DATE:** 03/25/13 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.

**NATURAL RESOURCE TECHNICIAN 2**  
**(Permanent Career Seasonal, April – December)**

The Department of Fish and Wildlife is recruiting to fill one full time, permanent, nine (9) month Career Seasonal Natural Resource Technician 2 positions located in the Wildlife Program, Lands Division.

The duty station for this positions is the Island County Road Shop on Camano Island. Work will performed throughout Island, Skagit, and Snohomish counties. The employment period for this position is anticipated to last from April through December, depending on available funding.

**DUTIES:**

The position is responsible for implementing wildlife habitat improvement through weed control and management activities in estuarine environments. In coordination with the Noxious Weed Coordinator, the incumbent plans and conducts *Spartina* (an estuarine, invasive grass) and other weed projects on Wildlife Areas and other lands. Primary duties include:

- Leads a team to conduct *Spartina* eradication through the implementation of integrated pest management (IPM). Marks *Spartina* locations using GPS; records and manages data.

- Ensures members of the team are trained properly and comply with safety protocols.
- Coordinates with other agencies and groups to plan cooperative projects.
- Manages invasive vegetation in a safe and efficient manner; removes seedlings and small clones by hand. Requires the use of pesticides, release of biocontrols, and planting of competing vegetation.
- Completes spray records, weekly reports, and compiles annual weed control data.
- Implements other aquatic and terrestrial habitat enhancement/restoration activities.
- Interact professional and respectfully with the public to explain weed control work.
- Performs routine maintenance and repair of vehicles, boats, and equipment to ensure safe and reliable operation in the field.

## **QUALIFICATIONS:**

### **Required**

- Three years of experience as a Habitat Technician or equivalent.
- College level coursework with major study in fish, wildlife, or habitat management, agriculture, forestry, or a natural resource science may substitute, year for year, for experience.
- Two years of weed control experience using herbicides.
- Two years of experience operating boats in waters; such as the Puget Sound.
- Two years supervising and managing field crews.

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.)

The successful candidate will be required to obtain a valid Washington pesticide applicator's license with an aquatic endorsement upon appointment to the position.

### **Preferred**

- Experience performing equipment maintenance & small engine repair.
- Experience controlling aquatic weeds.

### **Competencies**

Well qualified applicants will demonstrate competencies in the following areas:

- Working knowledge of boat and amphibious tractor operation.
- Knowledge of herbicide application.
- Understanding of mechanical/small engine repair.
- Ability to efficiently use a GPS unit.
- Ability to lead a team and plan independently.
- Basic understanding of the marine environment and biology/botany.
- Excellent field work skills including safety, punctuality, and the ability to accept supervision.
- Professional and respectful interpersonal skills.

## **SUPPLEMENTAL INFORMATION:**

### **WORKING CONDITIONS**

The successful candidate must be willing and able to:

- Work in all weather conditions including extreme heat, cold, and rain up to 90% of the time.
- Walk over difficult terrain including slippery rocks, steep banks, and mud.
- Bend and stoop while at times carrying up to 40 pounds.
- Work with pesticides.
- Work hours outside of the regular 8:00 am – 5:00 pm, Monday – Friday work hours. Start times are set by the best available tides and may require early morning starts and occasional overtime.
- Load and transport equipment and gear weighing up to 40 pounds over uneven terrain.

- Travel up to 10% of the time including occasional weekends and overnight trips.
- Safely operate motor vehicles, swamp buggies, airboats, ATV's.
- Safely operate equipment such as brush cutters and chemical application equipment.

### UNION

These positions are 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](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 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](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 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.

---

### NATURAL RESOURCE TECHNICIAN 2 CS \*02912W Supplemental Questionnaire

- \* 1. What best describes your level of education?
  - High school diploma or GED
  - Associates degree
  - Bachelor's degree or higher
  - None of the above
- \* 2. If you have a degree, what was your major area of study? If multiple degrees, please list each degree and major.
- \* 3. What best describes your experience as Natural Resource Technician or equivalent? 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

- \* 4. Please briefly describe your experience as a Natural Resource Technician or equivalent. Include where and how you obtained that experience.
  
- \* 5. What best describes your integrated weed management experience?
  - 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 or more months of experience
  - None of the above
  
- \* 6. Do you have experience specifically with the eradication and management of Spartina?  
 Yes    No
  
- \* 7. Please briefly describe your experience managing Spartina grass or equivalent species. Include where and how you obtained that experience.
  
- \* 8. Please briefly describe your experience controlling weeds. Include the species, habitat types, methods, and monitoring.
  
- \* 9. Are you willing and able to mix and apply herbicides?  
 Yes    No
  
- \* 10. Do you possess a valid Motorboat Operator's Certificate?  
 Yes    No
  
- \* 11. Do you know how to safely operate an airboat?  
 Yes    No
  
- \* 12. Please briefly describe your experience operating small boats in waters such as Puget Sound. Include the size of the boat(s), the body of water, the amount of experience you have, and how you obtained this experience.
  
- \* 13. Are you willing and able to work in adverse weather and sea conditions?  
 Yes    No
  
- \* 14. Are you willing and able to work in deep mud and not be concerned about getting dirty?  
 Yes    No

- \* 15. Are you willing and able to work in all weather conditions including extreme heat, cold, and rain up to 90% of the time?  
 Yes    No
  
- \* 16. Are you willing and able to perform work requiring you to bend, stoop, push, pull, and lift up to 40 pounds?  
 Yes    No
  
- \* 17. Are you willing and able to work hours outside of the regular hours of 8:00 am – 5:00 pm, Monday through Friday, including weekends?  
 Yes    No
  
- \* 18. Are you willing and able to travel and work throughout the state occasionally or as needed to assist our Wildlife Team?  
 Yes    No
  
- \* 19. Are you proficient in the use of GPS?  
 Yes    No
  
- \* 20. Are you familiar with the intertidal and nearshore geography/bathymetry of Padilla Bay, Skagit Bay, and Port Susan?  
 Yes    No
  
- \* 21. What best describes your level of proficiency using a Personal Computer?  
 Beginner  
 Intermediate  
 Advanced  
 I am not proficient in the use of a PC
  
- \* 22. Please describe your experience maintaining and repairing, or arranging repair, of marine equipment (e.g., outboard motors, GPS, boat trailer, truck, etc.). List the type and how you obtained your experience.
  
- \* 23. What best describes your experience leading and supervising staff?  
 I have been a leadworker  
 I have been a supervisor  
 I have been both a leadworker and a supervisor  
 None of the above
  
- \* 24. How much leadworker/supervisor experience do you have?  
 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 or more months of experience  
 None of the above
  
- \* 25. Do you possess 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

- \* 26. 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

- \* 27. 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