

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 2 *05786W

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

OPENING DATE: 06/03/13

CLOSING DATE: 06/23/13 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. Find out more about us and the important work we are a part of at www.wdfw.wa.gov.

FISH & WILDLIFE BIOLOGIST 2 (Permanent)

The Department of Fish and Wildlife is recruiting to fill one full time permanent Fish & Wildlife Biologist 2 (Private Lands) position located in the Wildlife Program, Region 1. The duty station for this position is in the Walla Walla Field Office, Walla Walla County. Work assignment(s) may take place in Walla Walla and Columbia Counties as necessary.

DUTIES:

The Private Lands Biologist 2 works to obtain fish and wildlife related recreational access on private property. This person assists private landowners to create, improve, and protect fish and wildlife habitat by providing technical assistance through Federal and State conservation programs. The incumbent is the key local agency liaison with the Natural Resources Conservation Service (NRCS), Farm Services Agency (FSA), and Conservation Districts interacting with these agencies frequently.

Job Duties include:

- Obtain fish and wildlife related recreational access on private property.
- Making and maintaining contacts with landowners, farmers and other conservation partners.
- Evaluating field sites to discern wildlife habitat issues, and to develop wildlife habitat plans to address

those issues.

- Advising landowners and farmers, verbally and in writing, how to improve value to wildlife on their land, and how to integrate such improvements with agricultural goals.
- Seeking out and utilizing appropriate plant materials for ecological restoration of sites for wildlife.
- Implementing field practice trials focused on restoration of wildlife habitat in agricultural settings.

QUALIFICATIONS:

Required Qualifications

This position requires a Bachelor's degree in biology or closely related natural science and at least one year of relevant experience.

Preferred Qualifications

Formal coursework in agronomy, plant sciences, or plant taxonomy with an emphasis on field identification; experience with ecological field studies, especially those associated with topics relevant to agricultural production; work with USDA Farm Bill programs.

Key Competencies -- the best qualified applicants will demonstrate abilities in the following areas:

1. Working knowledge of ecological restoration principles and techniques, especially as they apply to meeting habitat requirements for fish and wildlife.
2. Basic knowledge of federal, state, local and agency private lands conservation programs, especially those of the USDA Farm Bill; private landowner issues; agricultural and silvicultural practices; pesticide laws and application; local and state laws governing land use; and hunting and fishing regulations.
3. Proficient writing to include grant writing, and writing NRCS whole-farm plans for conservation
4. Basic understanding of contract development and administration
5. Proficiency with relevant software applications
 - a. Microsoft Office, Terrain Navigator PRO
 - b. ArcGIS, NRCS Customer Service Toolkit
6. Ability to communicate and negotiate effectively

SUPPLEMENTAL INFORMATION:

WORKING CONDITIONS

The successful candidate must be willing and able to:

- Work in the field in all weather conditions, walk streams and over rugged terrain up to 30% of the time. The work may include exposure to agricultural chemicals and agricultural equipment. Personal Protective equipment is provided.
- Occasional work hours outside of the regular 8:00 am – 5:00 pm, Monday – Friday work hours including evenings and weekends, occasional early morning, evening, and weekend duties.
- Transport equipment weighing up to 30 pounds over uneven terrain.
- This position involves frequent travel within Columbia and Walla Walla Counties and includes about 50% field activities.
- Safely operate motor vehicles.

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.

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 qualification of this 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, and ethnic, sexual orientation and gender identity diversity. Women, racial and ethnic minorities, persons with disabilities, 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 (360) 902-2207.

FISH AND WILDLIFE BIOLOGIST 2 *05786W Supplemental Questionnaire

- * 1. What best describes your level of education:
 - Associates degree
 - Bachelor's degree
 - Masters 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 professional level experience in wildlife and/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
 - I have none of the above
- * 4. Please describe your experience or knowledge of ecological restoration principles and techniques, specifically as they apply to meeting habitat requirements for fish and wildlife.
- * 5. Please describe your experience or knowledge of federal, state, local and agency private lands conservation programs, especially those of the USDA Farm Bill; private landowner issues; agricultural and silvicultural practices; pesticide laws and application; local and state laws governing land use; and hunting and fishing regulations.
- * 6. Please describe your experience writing to include grant writing, and writing NRCS whole-farm plans for conservation.

- * 7. Are you willing and able to work in all weather conditions, including snow and extreme heat, and over difficult terrain including slippery rocks, steep banks, and mud?
 Yes No

- * 8. Are you willing and able to load and transport equipment and gear weighing over 50 pounds over uneven terrain?
 Yes No

- * 9. Are you willing and able to work non-scheduled hours including evenings and weekends?
 Yes No

- * 10. 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

- * 11. 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

- * 12. 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) Detailed responses to all supplemental questions. 4) Three professional references.
 Yes No

- * Required Question