

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

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

## ENVIRONMENTAL SPECIALIST 3 \*07486W

**SALARY:** \$3,293.00 - \$4,322.00 Monthly

**OPENING DATE:** 07/22/13

**CLOSING DATE:** 08/11/13 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.

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](http://www.wdfw.wa.gov).

### ENVIRONMENTAL SPECIALIST 3 (Permanent)

The Department of Fish and Wildlife is recruiting to fill one full time, permanent, Environmental Specialist 3 position located in the Wildlife Program, Region 5, Southwest Washington. The duty station for this position is located in District 10 which includes Cowlitz, Wahkiakum and Lewis County, however the majority of work will be conducted in Lewis County.

This new full-time, permanent, position is to support the agency's responsibility to resolve property damage/conflict issues associated with wildlife on private lands, which includes interactions with deer, elk, bear (crop depredation) and eventually wolves (livestock depredation). The successful candidate will promote responsible wildlife conservation and management while providing sustainable recreational opportunities as appropriate. This position will compliment work of the Region 5 Private Lands Program and duties will include the implementation of Wildlife Program goals and objectives in developing the Private Lands Program in District 10. The successful candidate will promote responsible wildlife conservation and management while providing sustainable recreational opportunities as appropriate.

### DUTIES:

Primary duties include:

- Collaborate and work with WDFW Wildlife Program, Enforcement, and private land owners to prevent, reduce, and/or control wildlife damage to commercial crops, livestock, and commercial timber on private lands (e.g., deer, elk, bear, and wolf damage).
- Collect data, develop alternatives, and prioritize efforts aimed at resolving wildlife damage
- Respond to and investigate complex or highly technical complaints; performs complex inspections or field investigations;
- Implement nonlethal techniques to reduce depredation
- Evaluate data to determine technical compliance with regulatory requirements; provides technical recommendations regarding the development, coordination, and implementation of environmental technical assistance programs involving natural resource management.
- Collect data and maintains records related to wildlife damage complaints, crop damage losses, highway collisions, lethal and non-lethal strategies implemented, and animals lethally removed.
- Utilize existing WDFW programs and funding resources to prevent wildlife damage and provide compensation for eligible property owners.
- Seek new funding sources to address wildlife damage.
- Communicate with the public and other agencies on wildlife damage control issues, to include coordinating with volunteer Master hunters, landowners, and other agency staff to direct hunting effort to help control damage
- Work with private landowners to implement WDFW Habitat and Access Programs.

### **QUALIFICATIONS:**

#### **Desired Education and Experience**

A Bachelor's degree involving major study in environmental, physical, or one of the natural sciences, environmental planning or other allied field and two years of professional level experience in a wildlife management-related field or other allied field.

**Required:** A valid Washington or other state Driver's License

#### **Preferred Experience**

One year working with ungulate and carnivore conflict issues

One year trapping/immobilizing wildlife

#### **Competencies**

Must demonstrate comprehensive understanding of the principles, practices, and methods of environmental or resource management, methods and techniques of field sampling, testing, data gathering, basic research and field investigations; applicable state, federal and local environmental & wildlife regulations and policies; technical report writing methods.

Additionally, must have experience that demonstrates thorough working understanding of:

- Wildlife habitat relationships.
- Wildlife population relationship and ecology.
- Principles of wildlife harvest management.
- Principles of wildlife damage management.
- Environmental rules and regulations.
- Wildlife management tools and field techniques.
- WDFW habitat and access programs.
- WDFW hunting and fishing regulations.
- General agriculture, silviculture and range management principles.
- Plant and animal species identification.
- Environmental rules and regulations.

The successful candidate will possess the following skills & abilities:

- Effectively communicate orally and in writing with agency staff, other agencies, industry, and the general public
- Use sound, independent judgment to make decisions on environmental problems associated with wildlife conflict and completing assigned tasks,
- Developing effective objectives, timelines, and action plans;
- Follow prescribed protocols and procedures.
- Accurately and legibly record data and other information.
- Follow oral and written directions.
- Accept supervision.
- Work independently and as a team member.

- Use critical thinking in collecting, recording, compiling, and summarizing data.
- Conduct field surveys to collect data.
- Visually discriminate when identifying and distinguishing biological and physical features.
- Recognize differentiating plant and animal characteristics to identify species.
- Effectively and safely operate and perform basic maintenance on ATVs, 4-wheel drive vehicles, and standard highway vehicles.
- Effectively and safely operate additional equipment and tools including: radios and other mobile communication devices, laptop computers, digital cameras, spotting scopes/binoculars, global positioning systems, radio telemetry, motion activated cameras, tools associated with fencing, traps, guns, snares, pyrotechnics, and radio telemetry..
- Safely use power and hand tools.
- Complete required administrative paperwork in an accurate and timely manner.
- Use Computer with Microsoft software for word processing, spreadsheet, and other applications, web based tools, e-mail, and calendar clients.
- Mediate contentious situations, including skills such as: a high degree of diplomacy, tact, and an exceptional ability to listen, communicate, and resolve complex problems.
- Negotiate effectively, appropriately and respectfully, representing the agency with the intentions of a good faith partner.

#### **SUPPLEMENTAL INFORMATION: WORKING CONDITIONS**

Work will primarily be conducted in the field (i.e. private lands in agricultural production and private industrial timberlands) with occasional office time. Regular scheduled work day for this position is 8 am to 5 pm (Monday through Friday); however, seasonally, the nature of the work is "on-call" and often includes long and irregular hours to include evenings and weekends as determined by business needs and emergent issues. This requires balancing and adjusting workload and schedule in coordination with the District Wildlife Biologist. Equipment and tools used in the field include: 4-wheel drive vehicles, all-terrain vehicles, radios and other mobile communication devices, laptop computers, digital cameras, spotting scopes/binoculars, global positioning systems, radio telemetry, motion activated cameras, tools associated with fencing, traps, guns, snares, pyrotechnics, and radio telemetry.

The successful candidate must be willing and able to:

- Work in all weather conditions including extreme heat, cold or snow and sometimes over difficult terrain and slippery surfaces (including slippery rocks, steep banks, and sticky mud) up to 80% 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 50 pounds over uneven terrain.
- Travel up to 80% of the time including occasional overnight trips.
- Safely operate motor vehicles and ATV's.

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.

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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.

### ENVIRONMENTAL SPECIALIST 3 \*07486W 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. 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 a wildlife management-related field or other allied field:
  - 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 with wildlife damage management.
- \* 5. Please briefly describe your experience with wildlife management tools and field techniques.
- \* 6. Please briefly describe your experience with general agriculture, silviculture, and range management principles.
- \* 7. Please describe your experience operating hand and power tools and equipment. List the types of tools/equipment, and how you obtained your experience.
- \* 8. Please briefly describe your work experience speaking to, informing and/or interacting with the public, government, tribes, and non government agencies.
- \* 9. Are you willing and able to work in all weather conditions, including snow and extreme heat or cold, and over difficult terrain including slippery rocks, steep banks, and mud?
  - Yes     No
- \* 10. Are you willing and able to walk, bend, squat, twist, stoop, and reach arms over head often on uneven terrain while at times carrying or operating heavy equipment or tools?
  - Yes     No

- \* 11. Are you willing and able to load and transport equipment and gear weighing over 50 pounds over uneven terrain?  
 Yes    No
  
- \* 12. Are you willing and able to work non-scheduled hours including evenings and weekends?  
 Yes    No
  
- \* 13. What best describes your level of proficiency using a PC.  
 Beginner  
 Intermediate  
 Advanced  
 I am not proficient in the use of a PC
  
- \* 14. Have you ever been convicted of a misdemeanor or felony within the last ten (10) years? (Answering yes will not automatically bar you from employment)  
 Yes    No
  
- \* 15. 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
  
- \* 16. 16. 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. 4) Detailed responses to all supplemental questions.  
 Yes    No
  
- \* Required Question