

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

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

## FISH AND WILDLIFE BIOLOGIST 2 \*08375W

**SALARY:** \$3,213.00 - \$4,214.00 Monthly

**OPENING DATE:** 08/09/13

**CLOSING DATE:** 08/25/13 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.

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).

### Fish & Wildlife Biologist 2 (Permanent)

The Department of Fish and Wildlife is recruiting to fill one full time, permanent, Fish & Wildlife Biologist 2 position located in the Wildlife Program, Region 4. The duty station for this position is located at 111 Sherman St. La Conner, Skagit County.

The Private Lands Biologist position, working closely with the appropriate District Biologist implements projects on private properties to achieve Wildlife Program goals and objectives within Region 4. Specifically, the Private Lands Biologist works under the direction of the District Wildlife Biologist to provide public access on private lands in Region 4. Access includes hunting and watchable wildlife opportunities, other actions as necessary.

### DUTIES:

- 1) Under the direction of the District Wildlife Biologist, and working with other staff, develops landowner agreements for Private Lands Access Programs.

Tasks include: Writes contracts, develops proposals, negotiates, and develops landowner access agreements, leases, or MOUs with private landowners including agricultural producers, timber companies, non-governmental organizations, and other entities to facilitate public access to private lands. Access is to provide recreational opportunities to the general public, including hunting and wildlife viewing. Works with Fiscal Department staff to administer contracts and ensure timely lease payments associated with private lands access agreements.

**2) Implements “on the ground” elements of Private Lands Access Programs.**

Tasks include: Assesses private properties for suitability for hunting game birds and game animals, or for wildlife viewing and recommends properties for inclusion into the program to District Biologists.

Determines the species and approximate numbers of wildlife that are expected to use sites that WDFW places under an access agreements. Conducts and supervises staff in the following tasks: preparing maps, developing signage, posting signs, installing hunting blinds, cleaning and repairing blinds, picking up trash, ensuring hunter compliance, reporting hunting violations to enforcement personnel, providing program information through WDFW website and other media.

**3) Assists District Wildlife Biologists in the development of the Private Lands Access Programs.**

Tasks include: Researches funding sources, writes funding proposals, coordinates with partnering entities, identifies program objectives/deliverables/timelines, identifies equipment and personnel needs, and coordinates with WDFW Enforcement and Wildlife Program personnel. Assists District Biologists in informing hunters about special permit hunts on private lands.

**4) Implements monitoring programs to assess efficacy and success of Private Lands Access Programs.**

Tasks include: Conducts surveys and/or implements user questionnaires to assess level of public use, user satisfaction, and facilitates user feedback. Uses information from surveys/questionnaires to modify programs. Prepares written reports and presentations to promote programs and demonstrate success.

**5) Hires, trains, and supervises technician(s).**

Tasks include: Reviews applicants’ credentials, conducts interviews and recommends hiring staff. Assesses training needs of staff and arranges for or provides instruction. Plans, assigns, and reviews the work of staff, adjusting assignments and schedules to maintain adequate staffing levels and respond to fluctuating workloads. Evaluates employee performance and prepares performance appraisals.

Resolves staff issues, disciplines and recognizes employees, and counsels employees in work-related activities and career development.

**QUALIFICATIONS:**

- A Bachelor’s Degree in Wildlife Biology, Environmental Science, Wildlife Science, Biology, Ecology, or a closely related Natural Resource field.
- One year of professional experience working as a wildlife biologist or in a closely related field.
- Must have or be willing to obtain a valid Washington State Driver’s License.
- A MS degree in Wildlife Biology, Environmental Science, Wildlife Science, Biology, Ecology, or a closely related Natural Resource field may be substituted for one year of professional experience.

**Preferred/Desired Qualifications:**

- Knowledge, experience working with: fish and wildlife habitat requirements.
- Wildlife management experience working with game and diversity species, especially deer, elk and waterfowl.
- Experience using Microsoft Office software and ESRI mapping software.
- Grant and contract writing and administration experience.
- Understanding of agricultural and silvicultural practices
- Familiarity with hunting techniques and hunting organizations.
- Experience working with many different types of people including those from agricultural communities, hunting communities, non-governmental organizations, non-hunters, and public agencies.

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.**

**SUPPLEMENTAL INFORMATION:****Working Conditions:**

- Ability to work in inclement weather over difficult terrain, including slippery rocks, steep banks, and sticky mud.
- Ability to walk, bend, stoop, while at times carrying up to 40 pounds.
- Ability to load and transport equipment and gear.
- Ability to use critical thinking in collecting, recording, compiling, and summarizing data.
- Ability to follow oral and written directions.
- Willingness to accept supervision.
- Ability to work independently and as a team member

- Ability to visually discriminate when identifying and distinguishing biological and physical features.
- Willingness and ability to perform routine and repetitive work.
- Willingness and ability to perform in a punctual and dependable manner.
- Willingness to perform in a safe and efficient manner.
- Ability to complete required administrative paperwork in an accurate and timely manner.

### 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.

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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.

### FISH AND WILDLIFE BIOLOGIST 2 \*08375W 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. Are you willing and able to load and transport equipment and gear weighing over 40 pounds over uneven terrain?
  - Yes     No
- \* 4. 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

- \* 5. 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
  
- \* 6. Are you willing and able to work non-scheduled hours including evenings and weekends?  
 Yes    No
  
- \* 7. What best describes your professional level experience in fish management or fish research, wildlife management or wildlife research, or habitat management or habitat research? 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
  
- \* 8. What best describes your experience as a Fish & Wildlife Biologist 1? 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 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
  
- \* 9. Please describe your experience identifying and managing, or working with waterfowl.
  
- \* 10. Please describe your experience managing or working with deer and elk.
  
- \* 11. Please describe your experience managing or working with bears.
  
- \* 12. Please describe your experience identifying and managing, or working with diversity species.
  
- \* 13. What best describes your experience training staff?  
 I have been a leadworker  
 I have been a supervisor  
 I have been both a leadworker and a supervisor  
 None of the above
  
- \* 14. Please describe your experience managing projects. Include the context of the project and where you obtained this experience.

- \* 15. Please describe your experience using Microsoft Office software and Environmental Science Research Index mapping software.
  
- \* 16. 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
  
- \* 17. 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
  
- \* 18. 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