

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 3 *08854W

SALARY: \$3,631.00 - \$4,770.00 Monthly

OPENING DATE: 08/22/13

CLOSING DATE: 09/02/13 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.

Fish & Wildlife Biologist 3 (Full time, Project)

The Department of Fish and Wildlife is recruiting to fill one full time project Fish and Wildlife Biologist 3 position located in the Wildlife Program, Region 2. The duty station for this position is located in the Regional Office in Ephrata, WA.

This is a full time, two year project position with the possibility of extension dependent upon funding and the success of the project. Reporting to the Listing and Recovery Section Manager, this position is directly responsible for implementing the reintroduction, translocation, and monitoring of endangered pygmy rabbits.

Reintroductions and breeding of pygmy rabbits in Washington began in 2011 and recovery techniques have been developed. The successful candidate will be responsible for project implementation and adaptive management of reintroductions.

DUTIES:

- Reintroducing pygmy rabbits to the Columbia Basin;
- Managing the construction of enclosures and husbandry of breeding pygmy rabbits on release sites;
- Implementing a monitoring strategy including genetic sampling;
- Working with the pygmy rabbit science team and others to make recovery decisions;

- Surveying species historic range, private lands to be included in a Safe Harbor Agreement, and reintroduction areas;
- Supervising one or more technicians conducting fieldwork;
- Analyzing results annually to determine survivorship, genetic status, reproduction, and improvements needed to increase survival;
- Communicating and coordinating inside and outside the agency, including writing reports and making oral presentations of project progress to the public and colleagues, and coordinating with agency Private Lands Staff and USFWS to sign up Safe Harbor Agreement participants;
- Managing project finances, including purchasing required equipment, tracking expenditures, and writing grants to USFWS and others to obtain funding.

QUALIFICATIONS:

Education

A Bachelor's degree in wildlife management, natural resource science, or environmental science

AND

Three years of professional experience in wildlife management or wildlife research.

OR

A Master's degree in the applicable science will substitute one year of the required experience. A Ph.D. in the applicable science may be substituted for two years of the required experience.

OR

Two years as a Fish & Wildlife Biologist 2.

Competencies

Well qualified applicants will demonstrate competencies in the following areas:

- Advanced knowledge of small mammal habitat, behaviors, and needs.
- Ability to communicate clearly and work well with others as a team player.
- Working knowledge of reintroduction strategies.
- Successful project management, including development of project implementation timelines.
- Knowledge of animal track and scat identification.
- Working knowledge of radio-telemetry monitoring and associated field technology.
- Experience using Microsoft Office software and ESRI mapping software.

SUPPLEMENTAL INFORMATION:

WORKING CONDITIONS

The successful candidate must be willing and able to:

- Work in all weather conditions including extreme heat or snow and sometimes over difficult terrain and surfaces up to 85% 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 20% of the time including for a 2-3 week period each spring for translocations from other states.
- Safely operate motor vehicles, snowmobiles, and ATV's.

UNION

This position is covered by a collective bargaining agreement between the State of Washington, Department of Fish & Wildlife and the Washington Federation of State Employees (WFSE)/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 will need to complete your profile at www.careers.wa.gov and attach the following to your profile before completing the online application:

- Cover letter describing how you meet the qualifications of this position (generic cover letters will not be accepted)

- Current resume
- List of three professional references

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 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. 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 *08854W 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 management or 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)
 - 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 describe your experience managing projects. Include the context of the project and where you obtained this experience.
- * 5. Please describe your experience with species recovery and/or reintroductions.

- * 6. What best describes your experience training staff?
 - I have been a crew leader
 - I have been a supervisor
 - I have been both a crew leader and a supervisor
 - None of the above
- * 7. What best describes your level of proficiency with Microsoft Excel and/or Access?
 - Beginner
 - Intermediate
 - Advanced
 - I am not proficient in the use of a PC
- * 8. Please describe your experience operating hand and power tools and equipment.
 - 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
- * 9. Please describe your experience operating pickup trucks in four wheel drive, ATVs, and snowmobiles. List the amount of experience you have for each.
- * 10. Are you willing and able to work non-scheduled hours including evenings and weekends?
 - Yes No
- * 11. Are you willing and able to perform work requiring you to push, pull, and lift up to 50 pounds?
 - Yes No
- * 12. 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
- * 13. 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
- * 14. 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
- * 15. 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