

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

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

## ENVIRONMENTAL SPECIALIST 3 \*07772W

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

**OPENING DATE:** 07/31/13

**CLOSING DATE:** 08/12/13 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)

This new full-time permanent position is based out of the Thurston County/Pierce County area and works under the general direction of the Region 6 Wildlife Program Manager in Montesano. This position independently performs professional level assignments and environmental reviews in one or more of the following areas: 1) Environmental permit development and review; 2) Environmental inspections and/or enforcement activities; 3) Scientific studies, surveys, and/or scientific analyses; 4) Interpretation of policy and environmental technical assistance. The objective of this position is to respond to and address deer, elk, and bear conflict issues, primarily associated with crop and tree depredation. This position will promote responsible wildlife conservation and management while providing sustainable recreational opportunities as appropriate. While working in a contentious and stressful environment, maintaining excellent professional service and collaboration with the public, tribes, non-profit organizations, and other government entities is essential for this position.

### DUTIES:

- Work with landowners, Wildlife Program staff, and Enforcement staff to prevent or control deer and elk, damage on commercial crops and trees on private property within portions of Region 6. Responds to and investigates complex or highly technical complaints/violations; performs complex inspections or field

investigations; coordinates complaint/ enforcement priorities, schedules and assists in negotiating agreements/ settlements; prepares final permit evaluation/report for approval; may impose on-site enforcement action; performs follow-up inspections to ensure corrective action is implemented;

- Evaluates data to determine technical compliance with regulatory requirements; may review permit applications for technical accuracy, negotiates permit conditions, conducts conflict resolution, and makes decisions regarding the scientific merit of the proposal; serves as a senior permit writer or historical/institutional memory for geographic area or complex site;
- Plans, develops, researches, and conducts or oversees technical data collection and analyzes, evaluates, and interprets data; analyzes and/or interprets information requirements and coordinates information gathering for a team or other assignment outside of a team; writes reports and/or reviews draft reports; as an example-Bear damage to trees on industrial forestland.
- Investigate location and level of bear damage and work with landowners and WDFW staff to help resolve the issue.
- Makes recommendations to senior staff regarding new or modified sampling and analytical testing methods, best management practices, and technical operating procedures; Coordinate with volunteer Hunt Master, hunters, landowners and other agency staff to direct hunting pressure to help control damage. Directs or coordinates non-agency employees at complex sites;
- Issue kill permits, arrange hot spot hunts, and issue landowner preference permits or landowner damage prevention permits to resolve depredation complaints. Coordinate with District Wildlife Biologist to establish hunting seasons and permit levels to help control damage.
- Communicate with the public and other agencies on wildlife damage control issues. Plans, facilitates and/or represents the program/agency in public meetings, hearings and workshops;
- Orally and/or in writing, explain data and present options to public groups to increase public knowledge.
- Lead responsibility in the development of policies, procedures, statutes and/or regulations of a high degree of complexity as it relates to Region 6 deer, elk, and bear conflict issues.

## **QUALIFICATIONS:**

### **Desired Qualifications**

**Education:** A minimum of a Bachelor's of Science degree involving major study in environmental, physical, or one of the natural sciences, environmental planning or other allied field

**Experience\*:** a minimum of two years of two years of professional level experience in a wildlife management-related field.

**Licenses:** Valid Washington State Driver's License and First Aid Training

### **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 population relationships and ecology
- Wildlife habitat relationships
- General agriculture and range management principles
- Species identification
- Principles of wildlife harvest management
- Environmental rules and regulations
- Wildlife management tools and field techniques
- Personal computer hardware and software (MS Office)
- Principles of wildlife damage management
- Familiarity with WDFW hunting regulations

Candidates must possess the ability to:

- Use sound, independent judgment in making decisions on environmental problems as associated to wildlife conflict and completing assigned tasks;

- Understand and interpret plans, maps and equipment specifications;
- Prepare clear and concise written reports and make oral presentations;
- Analyze and prepare plans and reports;
- Understand and communicate complex environmental and wildlife regulations and statutes;
- Communicate effectively with agency staff, other agencies, industry and the general public.
- Develop effective objectives, timelines, and action plans
- Negotiate effectively
- Work in inclement weather over difficult terrain, including slippery rocks, steep banks, and sticky mud.
- Walk, bend, and stoop, while at times carrying up to 40 pounds.
- Load and transport equipment and gear.
- Follow oral and written directions.
- Work independently and as a team member
- Visually discriminate when identifying and distinguishing biological and physical features.
- Complete required administrative paperwork in an accurate and timely manner.

**Preferred experience** includes at least one year working with deer, elk and/or carnivore conflict and a background in hunting and/or trapping.

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**

Work will primarily be conducted in the field (i.e. private lands in agricultural production and private industrial timberlands) with substantial 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 Regional Wildlife Program Manager. 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. Proficiency with standard office and computer equipment and software in the office environment.

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 \*07772W 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. 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 with wildlife damage management, especially as it relates to deer and elk.
- \* 5. Please describe your experience responding to and investigating timber damage reportedly caused by bears?
- \* 6. Please describe your experience working with private landowners to prevent and/or control crop damage using non-lethal options? If non-lethal options have failed, describe your experience with respect to lethal removal; including methods and your role.
- \* 7. 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
- \* 8. Are you willing and able to walk, bend, squat, twist, stoop, and reach arms overhead often on uneven terrain while at times carrying or operating heavy equipment or tools?
  - Yes     No
- \* 9. Are you willing and able to work non-scheduled hours including evenings and weekends?
  - Yes     No
- \* 10. Are you willing and able to load and transport equipment and gear weighing over 50 pounds over uneven terrain?

Yes  No

\* 11. Please describe your experience working with private landowners on natural resource-related issues.

\* 12. Please describe your experience working in situations where you are required to represent a public agency or private group and you were confronted by angry property owners?

\* 13. Please describe your experience working specifically with landowners to prevent, reduce and/or control elk and/or deer damage on commercial crops?

\* 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. 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