

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 4 *08152H

SALARY: \$3,819.00 - \$5,010.00 Monthly

OPENING DATE: 08/05/13

CLOSING DATE: 08/15/13 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 4 (Permanent)

The WDFW is recruiting to fill one full time, permanent, Fish & Wildlife Biologist 4 position located in the Habitat Program, Ecosystems Division. The duty station is the Natural Resources Building, Olympia, WA.

This position contributes to achieving the agency's mission, strategic plan and the Habitat Program business plan by:

- 1.) Participating in ongoing multi-caucus work associated with the Washington Forest Practice Rules for fish, wildlife, and habitat resources and the adaptive management program;
- 2.) Tracking forest health science and management efforts;
- 3.) Coordinating the activities and training of regional habitat biologists in either of these areas.

This position leads, advises, and coordinates agency efforts in addressing fish and wildlife habitat conservation and protection issues in the forest practices arena which encompasses multiple, often large-scale, planning and regulatory processes. Identifies important issues and facilitates interpretation of forest practices rules effecting fish, wildlife, and habitat resources, contributes to new sections of the Forest Practices Board Manual, and provides statewide oversight and coordination of WDFW's regional biologists for implementation of Forest Practices Rules. Is the agency's lead for the forest practices compliance monitoring program and coordinates with WDFW's Fish Program on relevant issues. This position also tracks forest health scientific and

management advancements and coordinates with various landowners (including federal agencies and private landowners) regarding forest health and management objectives to ensure that fish and wildlife resources are conserved.

DUTIES:

- Training regional staff regarding forest practices rules, water typing, forest health issues and treatments, federal forest land management, forest practices/hydraulic project integration, the FP/HP concurrence process. Provide training if necessary for stakeholders, including agencies, landowners and consultants, to ensure statewide consistency;
- Coordinate and assist agency regional biologists to effectively and consistently implement the Forest and Fish (F&F) rules. Help facilitate consistent application of the rules and processes by DFW staff. Work collaboratively with WDFW staff to develop guidelines for water typing, alternative methods for determining fish presence and absence;
- Keep regional staff apprised of emerging issues that affect forest habitats and solicit input on implementation issues for forest practice rules and board manuals. Meet with regional staff on a regular basis to exchange information and spend time with staff in the field to discuss specific forest habitat issues;
- Assist regional staff in resolving disputes or conflicts related to the implementation of rules or forest management impacts.
- Participate on the stakeholder committee to assist with future development, implementation, data collection, data analysis, and reporting for the Compliance Monitoring Program. Work collaboratively to ensure that compliance monitoring results are represented and reported in a constructive and objective way;
- Provide supervision for the WDFW Forest Practices Compliance Monitoring Coordinator;
- Represent the agency on the Small Forest Landowner Advisory Committee;
- Represent the agency in public and private forest landowner forums planning for and addressing forest health issues;
- Remain up to date on forest health issues, science and treatments;
- Remain up to date on federal forestland planning and management efforts;
- Identify emerging issues and provide recommendations to agency management on science, staff, or other resources needed to address the issues.

QUALIFICATIONS:

- Knowledge of native fish and wildlife species and their habitat requirements.
- Knowledge of the Washington Forest Practice Rules, Forest and Fish Law, Habitat Conservation Plans associated with forest harvest activities, and WDFW authorities under the Hydraulic Code, fish passage law, and associated WDFW guidance documents for fish passage and habitat protection or function.
- Understanding of ecological principles, wetland identification and functions, stream hydraulics, hydro-geomorphology, slope stability, forest management principles, and timber harvest activities.

Possess a valid Washington State or other state driver's license.

Education:

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

AND

Five (5) years of professional experience in fish management or fish research, wildlife management or wildlife research, or habitat management or habitat research. Twelve semesters or eighteen-quarter hours of specific course work is required for certain positions.

OR

A Master's degree in the applicable science will substitute for one year of the required experience.

A Ph.D. in the applicable science will substitute for two years of the required experience.

OR

Four (4) years as a Fish & Wildlife Biologist 3. The best qualified applicants will have experience and training that demonstrate knowledge, skills, and abilities in the following areas:

The best qualified applicants will have the following preferred qualifications:

- Demonstrated ability to effectively work with other entities such as the public, tribes, irrigation districts and government entities on difficult or sensitive environmental issues.
- Ability to develop and maintain strong working relationships with WDFW biologists, agency coworkers, and stakeholders working in the Forests and Fish arena.
- Ability to retain sensitive or internal information that is not ready to be released to external stakeholders.
- Facilitation Skills – Ability to coordinate, participate, or lead multi-agency technical or public groups, creating a cooperative and productive environment in which to resolve resource issues and develop and implement long-term plans. Build and maintain internal and external customer satisfaction with the products and services offered by the WDFW. Earn the trust, respect and confidence of coworkers and customers through consistent honesty, forthrightness and professionalism in all interactions.
- Written Communication – Convey clear, timely, persuasive messages that positively influence the thoughts and actions of others to achieve agency goals and objectives to protect fish and wildlife and their habitats.
- Managing Workloads – Effectively work on several projects with varying timelines concurrently, and appropriately manage time to meet deadlines and provide meaningful recommendations. Transitions easily between tasks, responding quickly and efficiently to work requests. Successfully returns to incomplete tasks and continues work with minimal need to become re-oriented to the task.
- Negotiating Agreements – Effectively and clearly articulate WDFW's position on resource issues, while guiding negotiations in a collaborative and tactful fashion that protects fish and wildlife resources. Ability to balance the science with the legal, and institutional and public involvement elements of fish and wildlife resource protection.
- Record keeping and Documentation – Keep complete notes and detailed records of communications and agreements with landowners; information on site conditions and compliance checks, and success or failure of habitat protection plans to function as designed.
- Advocacy - Tactfully represent WDFW's position as an advocate for fish and wildlife related resource issues.
- Verbal Communications – Convey clear, timely, persuasive messages that positively influence the thoughts and actions of others to achieve agency goals and objectives.
- Innovation and Creativity - Ability to create solutions that are uniquely adapted to site-specific needs of fish and wildlife, while considering and incorporating the geographical area, demographics, and social and cultural concerns.
- Political Awareness – Be aware of and understand the politics associated with environmental regulations and maintain the ability to change negotiating approaches to capitalize on resource issues in political arenas. Recognition of the varying priorities and cultural and political differences among communities and localities. Ability to identify important policy issues and keep appropriate WDFW staff well-informed about those issues.
- Adaptability and Flexibility – Maintain clear thinking and the ability to quickly shift and/or adapt alternative courses of action for resource protection. Adapt easily to changing business needs, conditions and work responsibilities.

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

Typical hours are 8:00 am to 5:00 pm. Early morning or late evening work may occasionally be required.

Occasional overnight travel may be required. Work is generally performed in both an office setting and in the field. Office work includes sitting and reading or writing on a computer. Field work requires working in inclement weather and walking over uneven terrain or wading streams. During inclement weather, walking over rough terrain (typically less than a mile but occasionally over long distances of several miles) while carrying a light load. Field work may involve wading in moving water. Also travel to and from meetings or site visits is required. Travel may occur statewide and thus requires work outside the WDFW core hours and may entail

driving long distances (across state).

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 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 4 *08152H Supplemental Questionnaire

- * 1. Please specify your level of education.
 - Bachelor's degree in fisheries, wildlife management, natural resource science, or environmental science or related field.
 - Master's degree or higher in fisheries, wildlife management, natural resource science, or environmental science or related field.
 - No degree or the degree is unrelated to fisheries, wildlife management, natural resource science, or environmental science s or related field.
 - None of the above
- * 2. What is your major area of study? If multiple degrees, please list each degree and major.
- * 3. Please describe the degree of knowledge you possess regarding native fish and wildlife species and their habitat requirements.
- * 4. Please describe your knowledge of, and experience applying the Washington Forest Practice Rules, Forest and Fish Law, Habitat Conservation Plans associated with forest harvest activities, and WDFW authorities under the Hydraulic Code, fish passage law, and associated WDFW guidance documents for fish passage and habitat protection or function.

- * 5. Please describe your understanding of ecological and forest management principles; your ability to identify wetlands and associated functions; and your ability to assess stream hydraulics, hydro-geomorphology, and slope stability in the context of timber harvest activities.
- * 6. Please provide at least one example that exemplifies your ability to develop and maintain strong working relationships with WDFW biologists, agency coworkers, and stakeholders working in the Forests and Fish arena.
- * 7. Please describe one or two examples when you worked concurrently on several projects with varying timelines, and appropriately managed your time to meet deadlines and provide meaningful recommendations.
- * 8. Please provide at least one example that showcases your ability to clearly and effectively articulate your organization's position on resource issues, while guiding negotiations in a collaborative and tactful fashion that protects fish and wildlife resources.
- * 9. Please describe your approach to identifying priority forest health issues and craft solutions that reflect a landscape-scale and ecosystem approach.
- * 10. Are you willing and able to work non-scheduled hours including evenings and weekends?
 Yes No
- * 11. 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
- * 12. 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
- * 13. 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
- * 14. 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