

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 \*09559H

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

**OPENING DATE:** 09/16/13

**CLOSING DATE:** 09/29/13 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 3 (Permanent)

The Department of Fish and Wildlife is recruiting to fill one full time, permanent Fish and Wildlife Biologist 3 position located in the Habitat Program. The Habitat Program may consider a Fish & Wildlife Biologist 3 "in-training" opportunity and will be filled as a Fish & Wildlife Biologist 2. After successfully completing a 12 month training plan, the employee will be promoted to Fish & Wildlife Biologist 3. Note: If the employee completes all elements of the training steps in a shorter amount of time, we may waive the remainder of the time required at that training step. The duty station is the Natural Resources Building, Thurston County.

This position reports to the Regional Habitat Program Manager or the Assistant Regional Habitat Program Manager, and serves as a member of the Pierce Thurston counties team that is the lead for the Program regarding fish & wildlife habitat preservation, protection, conservation, restoration, enhancement, and environmental permitting requirements in Pierce and Thurston counties. The position is also responsible for providing technical assistance regarding fish and wildlife habitats as a senior member of the District Team and within the community assigned, including state agencies, local governments, tribal governments, conservation groups, and members of the public.

### DUTIES:

- Serve as Department expert on a team of biologist in Pierce and Thurston counties regarding Fish &

Wildlife habitat preservation, protection, conservation, restoration, enhancement, and environmental permitting requirements.

- Implement the Hydraulic Project Approval process in accordance with Chapter 77.55.RCW, 77.57.RCW, and Chapter 220-110-WAC (Hydraulic Code Rules).
- Provide office and field review and assistance regarding County or City environmental protection ordinance implementation under the Shoreline Management Act and Growth Management Act.
- Serves as lead for forest habitats by providing office and field review of plans, permits and actions conducted in the forested environment these actions are generally designed to support timber harvest operations.
- Conducts habitat enhancement or acquisition as lead or part of a multi-disciplinary team. This can include grant-writing, formal presentations and project development/management.

### **QUALIFICATIONS:**

A bachelor's degree in fisheries, wildlife management, ecology, natural resource science, or environmental science and three years of experience in fish, wildlife, or habitat management or research. A master's or Ph.D. with a relevant specialty may substitute for one year of the experience.

The best qualified applicants will have experience and training that demonstrate knowledge, skills, and abilities in the following areas:

- Knowledge of Pacific Northwest fish and wildlife, their habitats and life histories.
- Demonstrated knowledge and working experience in habitat restoration, protection, conservation and restoration methods, techniques and strategies.
- Working knowledge of fish and wildlife inventory and/or habitat assessment techniques.
- Demonstrated ability to effectively work with the public, tribes and other government entities on difficult or sensitive environmental issues.
- General knowledge of state and federal environmental rules and regulations in Washington State.
- Ability to use Microsoft Office 2010 products especially WORD and EXCEL; working knowledge of the use and application of Priority Habitats and Species databases is desirable.
- Ability to use ARCGIS or other similar programs;
- Ability to effectively negotiate agreements as a representative of the agency; ability to mediate/resolve conflicts involving difficult or sensitive issues;
- Ability to communicate effectively in writing and orally.
- Ability to deliver responsive and professional customer service to applicants, citizens, stakeholders, local governments, tribes, and state and federal 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.

A valid Washington or other State Driver's License

### **SUPPLEMENTAL INFORMATION:**

#### **Working Conditions:**

Typical hours are 8:00 am to 5:00 pm. Early morning or late evening work may occasionally be required with the potential to be called for emergency response at any time. Occasional overnight travel may be required. Field work can vary from 10% to 80% depending upon season and requires working outdoors 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 while operating a backpack electro-shocker and/or operation of a boat in riverine or lake environments.

#### **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.

#### **How to Apply:**

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)

Applicants selected for an employment interview will be required to complete a written assignment to bring to their interview. The assignment and instructions will be provided to you at the time your interview is scheduled.

**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 3 \*09559H 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 best describes your level of education and experience:
  - I have a Bachelor's degree in wildlife management, biology, zoology, or other natural sciences related field AND three years of experience in fish, wildlife, or habitat management, or research.
  - I have a Bachelor's degree in a different field of study AND three years of experience in fish, wildlife, or habitat management, or research.
  - I have a Bachelor's degree in a different field of study AND less than three years of experience in fish, wildlife, or habitat management, or research.
  - I have a Master's or PhD with a relevant specialty that may substitute for one year of experience.
- \* 3. What is your major area of study? If multiple degrees, please list each degree and major.
- \* 4. Please describe your experience working as a part of a multidisciplinary group, including any experiences you may have had working with such a group to resolve difficult or sensitive issues.
- \* 5. Please describe your experience developing habitat restoration proposals.

- \* 6. Please describe your experience reviewing large, complex plans and reports and providing written responses.
  
- \* 7. Please describe your experience managing projects. Include the context of the project and where you obtained this experience.
  
- \* 8. Please describe your experience managing multiple, deadline-driven tasks.
  
- \* 9. Are you willing and able to work non-scheduled hours including evenings and weekends?  
 Yes    No
  
- \* 10. 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
  
- \* 11. 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
  
- \* 12. 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
  
- \* 13. 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