

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

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

## ENVIRONMENTAL SPECIALIST 5 \*09851H

**SALARY:** \$4,214.00 - \$5,535.00 Monthly

**OPENING DATE:** 09/20/13

**CLOSING DATE:** 10/06/13 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 5 (Permanent)

The WDFW is recruiting to fill one full time permanent Environmental Specialist 5 position located in the Habitat Program. The position is located in the Restoration Division of the Habitat Program. The duty station for this position is the Natural Resources Building, Olympia, Thurston County.

This position is an Environmental Specialist 5 who will lead WDFW's activities associated with the Washington State Dept. of Transportation (WSDOT) fish passage specialized design teams. The incumbent is a senior level environmental specialist who independently acts as a section expert providing guidance to staff on complex fish passage issues impacting the state's fish populations.

This position interacts with a variety of internal and external entities. The best qualified candidate will work very closely with WSDOT agency staff. Additionally, this position will interact with other state, local, and federal employees, private landowners, lead entities, Tribes, and other stakeholders that are interested in fish passage and screening. This position will work with biologists, mechanics, engineers, and contractors.

### DUTIES:

- Work cooperatively and productively with the WSDOT fish passage specialized design teams to implement projects in an efficient manner. Provide guidance to staff on fish passage projects, promote

effective partnerships, and assist with permitting challenges. Identify emerging issues and recommend preventative or corrective measures.

- Effectively manage, supervise and mentor staff as well as regular communication with supervisor and regional staff.
- Conduct site reviews and provides data to assist multi-disciplinary teams with fish passage projects, Assess species use and fish benefits, and propose conceptual design options. Provide technical expertise to Area Habitat Biologists, environmental engineers, and WSDOT personnel on the fish passage projects
- Work closely with the Protection Division to administer the Hydraulic Project Approval process in accordance with the RCW 77.55. Read and interpret engineered drawings and provide constructive comments to facilitate quality projects
- Conduct project compliance and monitoring field review post- construction.
- Work closely with landowners and outside entities to conduct fish passage scoping and effective project planning.
- Pursue opportunities to implement fish passage projects with outside entities. Develop and foster partnerships

#### **QUALIFICATIONS:**

A Bachelor's degree involving major study in biological, environmental, physical, or one of the natural science, engineering or allied fields and six years of professional level experience in biology, environmental engineering, and/or project management.

OR

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

OR

One year of experience as an Environmental Specialist 4.

A valid Washington or other State Driver's License

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

- Exceptional communication skills are necessary to interact and communicate with coworkers, engineers, contractors, landowners, government officials, and non-profit organizations;
- Must have good oral and written communication skills – conveys clear, timely, persuasive messages that positively influence the thoughts and actions of others;
- Clearly and effectively communicates with individuals and groups within and outside of the organization;
- Responsive to the various styles and needs of the individuals/groups with whom he/she is communicating;
- A comprehensive understanding of juveniles fish passage mechanisms and capabilities of native fish to overcome potential obstacles in upstream and downstream movement;
- Thorough understanding of juvenile fish screening and passage requirements;
- Knowledge of life history for all species of salmonids and other WA fish species;
- Habitat requirements of salmonids;
- Project permit requirements specifically related to the Hydraulic Project Approval process;
- Project Management experience;
- Construction methods;
- Engineering principals;
- In-stream monitoring principals;
- Experience supervising and effectively working with different disciplines
- Knowledge of applicable state, federal, and local environmental regulations and policies.

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.**

**Competencies:**

- Must be able to work independently with minimal supervision.
- Ability to manage multiple work assignments.
- Conflict resolution skills.
- Ability to work within an interdisciplinary team.
- Must be physically able to walk streams and rugged terrain in remote areas, often carrying heavy loads and in inclement weather.
- Self motivated.
- Must conduct self in a professional manner.
- Must be able to manage multiple tasks and projects (multi-task).
- Be accessible, timely, and responsive to internal and external entities
- Maintain active communication with supervisor and colleagues.
- Seek and act on opportunities to improve, streamline, and re-invent work processes.
- Seek and assume additional responsibilities, as appropriate.
- Resourcefulness in Problem Solving – uses intelligence, common sense, hard work and tenacity to solve particularly difficult or complicated challenges.
- Uses rigorous logic and methods to solve difficult problems with effective solutions.
- Leadership skills.
- Ability to identify critical or emerging issues and to recommend preventative corrective measures.

**SUPPLEMENTAL INFORMATION:**

**Working Conditions**

Typical hours are 8:00 am to 5:00 pm. Early morning or late evening work may occasionally be required. This position demands a mix of office and field work with significant travel requirements. Field work depending upon seasons, requires working outdoors and the physical capacity to walk streams and rugged terrain in remote areas for extended periods, often carrying heavy loads (30+lbs) in inclement weather may be necessary and involve wading in moving water while operating a backpack electro-shocker. Also, work may entail driving long distances.

**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)

**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 5 \*09851H 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. Please describe your experience managing multiple and complex tasks while meeting deadlines.
  
- \* 4. Please describe what strategies you use to build and maintain successful working relationships with colleagues and partners?
  
- \* 5. Please describe experience working with non-profit organizations, local governments, tribes, and elected officials.
  
- \* 6. Are you willing and able to work non-scheduled hours including evenings and weekends?  
 Yes    No
  
- \* 7. 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
  
- \* 8. Please, describe your experience and knowledge of hydraulic projects in or around streams, wetlands, or other water bodies and their effects on aquatic habitats and fish life.
  
- \* 9. 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
  
- \* 10. 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
  
- \* 11. 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