

State of Washington
 Dept. of Fish and Wildlife
 invites applications for the position of:
NATURAL RESOURCE SPECIALIST 2
***09742W**

careers.wa.gov
 Working for Washington State

SALARY: \$3,213.00 - \$4,214.00 Monthly

OPENING DATE: 09/18/13

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.

Natural Resource Specialist 2
(Permanent)

The Department of Fish and Wildlife is recruiting to fill one full time, permanent, Natural Resource Specialist 2 position located in the Wildlife Program, Region 2. The duty station for the position is the Sinlahekin Wildlife Area with work performed in Okanogan County.

This position serves as the Assistant Manager of the Sinlahekin Wildlife Area (SWA) comprised of more than 23,000 acres in Okanogan County located in North Central Washington. Under the direction of the manager, this position designs and implements projects to maintain and improve habitats, species, or recreation on the wildlife area complex. The employee advises and works as liaison with governmental and non-governmental organizations and the public, surveys and monitors habitats and wildlife on department lands, implements wildlife area plans, and maintains equipment and facilities. Other duties include applying for grants to maintain/improve wildlife area, and preparing project /grant reports. This position also assumes the duties of the Wildlife Area Manager in the Manager's absence.

DUTIES:

The best qualified candidate will participate in the development and implementation of the Sinlahekin Wildlife

Area Management Plan; participates in management of the operational budget; submits weekly, monthly and annual reports; manages noxious weeds and maintains weed control records; monitors grazing and agricultural agreements, repairs and maintains infrastructure, and maintains and operates various pieces of equipment. Specific duties include:

- Has lead responsibility for grazing permit and agricultural lease compliance monitoring and record keeping, as well as represents the SWA when meeting with sharecroppers and ranchers to discuss their agreements and resolve various issues. Assists with developing detailed grazing and agricultural plans and permits.
- Takes a leadership role in planning, implementing and monitoring noxious weed control projects across the SWA. Specific tasks include: identifying, mapping and treating weed species and infestations using an Integrated Pest Management (IPM) approach. This involves mixing and applying herbicides with sprayers mounted to trucks, tractors, ATV's and backpacks; acquiring and releasing biological control agents, and using mechanical techniques such as: mowing, tilling, pulling, bagging, etc .. Has lead responsibility for compliance with applicable laws, record keeping and generating appropriate reports.
- Assists with administrative record keeping including Pittman-Roberts (PR) reports, Public Disclosure Requests, grant writing and reporting. Drafts, reviews and comments on management plans and other documents relating to management of the SWA.
- Assists with developing and implementing various habitat restoration efforts including: spraying and disking fields in preparation for the planting of native seed mixes, assisting with prescribed burn implementation; and delineating, marking and implementing timber sale and fuels reduction projects.
- Organize, develop, update and maintain of Sinlahekin Wildlife Area GIS database for planning, budgeting, monitoring, tracking wildlife area infrastructure maintenance, habitat management activities, etc. Develops maps using ArcGIS for management actions and analyses data to provide information to support management plan(s) actions. Involves collection of GPS coordinates and other data in field.
- Uses a variety of techniques to monitor various ecological communities associated within prescribed burning projects, fuels reduction/timber sale areas, grazing practices, and various other projects.
- Participates in coordinating management activities and objectives of Sinlahekin Wildlife Area with other Federal, State, County, NGO, or private organizations by meeting and communicating with them. Will lead individual volunteers or groups on various projects as well.

QUALIFICATIONS:

- One year of experience as a Natural Resource Specialist 1.

OR

- Three years of professional level experience in a natural resource specialty such as natural resource engineering, land management, land technician, natural resource technician, forest cruising, or engineering aide.

OR

- A Bachelor's degree in a related specialty area such as natural resource management, wildlife management, or environmental sciences, and two years of professional level experience in a natural resource specialty.
- A Master's degree or PhD. will substitute for one year of the required experience.
- A valid driver's license.

Preferred Qualifications:

- A strong background in biological processes, ecosystem processes, Integrated Pest Management (IPM); operation and maintenance of vehicles, farm machinery, herbicide application equipment, hand tools and other equipment. Have good people skills and the ability to think independently and communicate effectively (clearly and concisely) both orally and in writing. Short and long-term planning abilities and experience using various computer software/hardware such as ArcGIS, MS Office, and various GPS units are highly preferred. Background in plant and animal identification and use of botanical keys at various phenological stages is desirable. Silvicultural background and experience particularly in dry forest management, developing dry forest restoration prescriptions to restore functional forest composition and structure, completing forest assessments, logging unit layout, tree marking to implement prescription, familiarity with logging systems – their applications and limitations, negotiating contracts, soliciting bids, administering logging operations, completing Forest Practices Applications (FPAs),

completing and submitting Hydraulics Applications (HPAs). Developing range management plans; negotiating and monitoring grazing permits; negotiating and monitoring agricultural leases including water use as related to water rights; Capable of working independently or as an integral team member.

- A Bachelor's degree in, range ecology, forest ecology, soil science, wildlife biology, wildlife ecology, natural resource management, natural resource science, environmental science, or closely 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.

Competencies

Well qualified applicants will demonstrate competencies in the following areas:

- Management plan development and implementation.
- Habitat enhancement and management principles for wetland and eastern Washington shrub/steppe management.
- Wildlife habitat maintenance activities, such as mowing, planting, seeding, fertilizer and herbicide application.
- Operation and maintenance of motor vehicles, tractors and implements, ATV's, boats, and spray equipment.
- Computer software and hardware to include MS Office, mapping programs such as ArcGIS, and hand-held GPS equipment.

SUPPLEMENTAL INFORMATION: WORKING CONDITIONS

The successful candidate must be willing and able to work hours outside the regular 8:00 am – 5:00 pm Monday – Friday work hours including evenings and weekends; work in all weather conditions including extreme heat, cold, snow, and over difficult terrain including slippery rocks, steep banks, and mud; walk, bend and stoop while at times carrying over 50 pounds; load and transport equipment and gear weighing over 50 pounds; safely operate motor vehicles, sometimes with trailers, tractors and implements, construction equipment, farm machinery, shop equipment, a variety of hand and power tools, and ATV's; work alone in remote areas in a safe and efficient manner.

Union

This position is covered by a collective bargaining agreement between the State of Washington, Department of Fish and Wildlife, and the Washington Federation of State Employees (WFSE), 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 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.

NATURAL RESOURCE SPECIALIST 2 *09742W Supplemental Questionnaire

- * 1. What best describes your level of education.
 - Associates degree
 - Bachelor's degree
 - Master's 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 or habitat management? 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 (1 paragraph) describe your experience in developing and implementing natural resource and land management plans. Include the amount of experience and where you obtained this experience.
- * 5. Please briefly describe your experience using prescribed burning and fuels management. Include the amount of experience planning and/or implementing prescribed burns, where you gained the experience, and what qualifications you've obtained or working towards.
- * 6. Please briefly describe your experience in planning and conducting weed control activities using IPM. Include the amount of experience, what equipment you used and where you obtained the experience.
- * 7. Please briefly described your experience in planning and implementing dry forest restoration.
- * 8. Please briefly describe your experience in managing budgets. Include experience purchasing goods and services, soliciting bids and submitting purchasing documents. Include the amount of experience, the size of the budget, and where you obtained the experience.
- * 9. Please briefly describe your experience in fish and wildlife habitat maintenance and/or restoration activities. Include the amount of experience and where you obtained the experience.

- * 10. Please describe your experience in operating heavy equipment, pickup trucks, tractors, construction equipment, ATV's, and pulling and maneuvering trailers. List the type of equipment, the amount of experience you have, and how the equipment was used.

- * 11. Please describe your experience maintaining vehicles, tools and equipment. List the type and how you obtained your experience.

- * 12. Are you willing and able to work in all weather conditions, including snow, extreme heat and cold, and over difficult terrain including slippery rocks, steep banks, and mud?
 Yes No

- * 13. Are you willing and able to load and transport equipment and gear weighing over 50 pounds over uneven terrain?
 Yes No

- * 14. Are you willing and able to work non-scheduled hours including evenings and weekends?
 Yes No

- * 15. Are you willing and able to travel up to 10% of the time?
 Yes No

- * 16. What best describes your level of proficiency using ArcGIS?
 Beginner
 Intermediate
 Advanced
 I am not proficient in the use of ArcGIS

- * 17. Do you possess a valid 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

- * 18. Have you been convicted of a misdemeanor or felony within the last 10 years? (Answering yes will not automatically bar you from employment)
 Yes No

- * 19. 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