

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

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

## NATURAL RESOURCE WORKER 2 \*08703-1

**SALARY:** \$2,161.00 - \$2,705.00 Monthly

**OPENING DATE:** 09/27/13

**CLOSING DATE:** 10/07/13 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.

**Additional Salary Information**  
The salary range reflects a 3% salary reduction for state employees over the 2011-13 biennium, which was passed by the Legislature effective July 1, 2011 through June 29, 2013.

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).

### Natural Resource Worker 2 (Non-permanent; Full-time)

The Washington Department of Fish and Wildlife is recruiting to fill one (1) full time, nonpermanent, Natural Resource Worker 2 position located in the Wildlife Program, Region 2. The duty station is Electric City Field Office, 200 Williams St., Grant County. This position will work in Grant, Douglas, Okanogan and Chelan Counties. Employment dates are scheduled for October - December 15, 2013.

### DUTIES:

- Repair and replace signage on cooperating landowner properties using maps and GPS units. Maintain buildings, grounds, infrastructure, directional and interpretative signs and will use skills such as basic plumbing, carpentry and other similar trades skills.
- Maintain equipment, ATV's tractors, mowers and other implements.
- Operates and maintains small to large equipment, such as tractors, farm implements, and other heavy equipment used to plant shrubs and trees for wildlife habitat enhancement projects.
- Performs installation of shrub and tree plantings using mechanical transplanter or auger. Lay fabric mulch weed barrier with tractor mounted machine. Controls weeds and vegetation growths.
- Plant native grass and forb seed using a tractor and seed drill or broadcaster and harrow.

- Removes structures and litter on the wildlife area, monitors public use areas.

**QUALIFICATIONS:**

High school graduation or GED **AND** three (3) months of natural resource related labor experience.

OR

One year as a Natural Resource Worker 1.

Must possess a current, valid Washington State or other state's driver's license.

Must be at least 18 years of age at time of employment start date.

**PREFERRED:**

Experience with four-wheel drive vehicles, ATVs.

Experience in building and equipment maintenance, construction, or repair work.

Experience maintaining vehicles and equipment such as pumps, small engines, and tractors, etc.

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.

Key Competencies: The qualified applicant will demonstrate knowledge & abilities in the following areas:

- Knowledge of health and safety policies, procedures and standards.
- Ability to communicate effectively verbally and in writing.
- Ability to de-escalate confrontational situations.
- Ability to meet productivity standards, deadlines and work schedules.
- Knowledge of vehicles and equipment maintenance and repair.
- Ability to work independently maintaining a high quality of work.
- Basic computer skills.
- Ability to safely operate vehicles, ATVs, trucks, tractors and a variety of power tools and equipment.
- Ability to lift and carry up to 80 pounds.
- Model ethical behavior and demonstrating excellent customer service with the public, other departments, State Agencies and co-workers.
- Follow directions and details of jobs given; work independently and in remote work areas.

**SUPPLEMENTAL INFORMATION:**

**WORKING CONDITIONS**

The successful candidate must be willing and able to:

- Work in all weather conditions including extreme heat or snow and sometimes over difficult terrain and slippery surfaces up to 95% of their time.
- The employee will mostly work alone from a four-wheel drive vehicle, ATV, or on foot in a steep, remote, brushy landscape.
- Occasionally work hours outside of the regular 8:00 to 5:00 pm, Monday through Friday schedule and may include evenings and weekends.
- Lift and transport supplies, materials and equipment weighing up to 80 pounds.

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 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.

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 WORKER 2 \*08703-1 Supplemental Questionnaire**

- \* 1. Do you have a high school diploma or GED?  
 Yes    No
  
- \* 2. Do you possess a valid driver's license? (If selected for an interview, you may be asked to furnish your license and driving record.)  
 Yes    No
  
- \* 3. If requested, can you produce a clean driving record?  
 Yes    No
  
- \* 4. What best describes your experience as a Natural Resource Worker 1 or 2? 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).  
 I have less than 6 months of experience  
 I have 6 to 11 months of experience  
 I have 12 or more months of experience  
 I do not have this type of experience
  
- \* 5. What best describes your experience driving tractors? Experience is based on full time equivalency (i.e., 40 or more hours/week). Part time is prorated (e.g., 20 hours/week for 6 years = 3 years of experience).  
 I have less than 1 month of experience  
 I have 1 - 5 months of experience  
 I have 6 - 11 months of experience  
 I have 12 - 23 months of experience  
 I have 24 or more months of experience  
 None of the above
  
- \* 6. Are you willing and able to perform all the duties of the job in all the environments described?  
 Yes    No
  
- \* 7. Do you have experience operating trucks and 4 wheel drive vehicles?  
 Yes    No
  
- \* 8. Are you willing and able to work in all weather conditions and sometimes over difficult terrain and surface up to 95% of the work time?  
 Yes    No
  
- \* 9. Are you willing and able to perform the duties as described, that may require work requiring you to lift up to 80 pounds?

Yes  No

- \* 10. Are you willing and able to walk, bend, squat, twist, stoop, and reach arms over your head often on uneven terrain while at times carrying or operating heavy equipment or tools?

Yes  No

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

- \* 12. Please briefly describe your experience operating hand and power tools and equipment. List the types of tools/equipment, and how you obtained your experience.

- \* 13. Please briefly describe your experience operating heavy equipment, pickup trucks, ATV's, and pulling and maneuvering large and small trailers. List the type of equipment, the amount of experience you have, and how the equipment was used.

- \* 14. What best describes your level of proficiency using a PC.

Beginner

Intermediate

Advanced

I am not proficient in the use of a PC

- \* 15. 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

- \* 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) Three professional references; 3) Detailed responses to all supplemental questions.

Yes  No

- \* Required Question