

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 1 *11660W

SALARY: \$2,663.00 - \$3,459.00 Monthly

OPENING DATE: 11/07/13

CLOSING DATE: 11/22/13 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 1 (Project)

The Department of Fish and Wildlife is recruiting to fill one full time, project, Fish & Wildlife Biologist 1 position located in the Wildlife Program, Region 1. The duty station for this position 2315 N. Discovery Place, Spokane Valley, WA 99216-1566, Spokane County.

The project is scheduled to start December 1, 2013 and last until June 30, 2015, with a possible extension of 6 to 12 months.

This position conducts field work, database management, analysis, and assists with report-writing associated with moose surveys and moose studies in Region 1, Districts 1 and 2. The project conducts population status, demographic, and habitat research on moose. Position will assist with winter-time aerial surveys in Districts 1 and 2. Position will assist field research of moose in 2 study sites, 1 each in Districts 1 and 2, during summer 2014 and spring 2015. This position will act as field liaison with contracting University study of moose. WDFW has committed to an enhanced understanding of moose population trends and dynamics in the northeastern portion of the State, and requires additional personnel on a temporary, project-basis to accomplish tasks associated with this objective.

This position will conduct field work, database management, analysis, and report-writing associated with

deer and elk surveys and deer and elk studies in Region 1. The work focus will include estimating population size/density, determining population demography, and making habitat assessments related to deer and elk. The position will assist with winter aerial surveys in Region 1. The position will assist with field work conducted by Natural Resource Scientists from Game and Science Divisions. WDFW has committed to an enhanced understanding of deer and elk population trends in the northeastern portion of the state, and requires additional personnel to accomplish tasks associated with this goal.

DUTIES:

Participate in Helicopter survey of moose, elk and deer:

- Organize data sheets and manage data bases.

Tasks include:

- As supervised by Olympia Headquarters staff, prepare materials needed for mark-resight distance sampling of moose;
- Appropriate survey protocols for elk and deer from helicopters in district 1 and 2.
- Act as primary data recorder and database manager;
- Assist project biologists with analyses of survey data as part of generating population and density estimates of moose, deer and elk in NE Washington.

Participate in capture and marking of moose, elk, and deer:

Tasks include:

- Identify specific locations where capture crews should focus capture efforts.
- Assist with coordinating logistics of capture efforts. Coordinate with WDFW veterinarians to ensure materials and supplies are ordered and on-hand.
- Act as coordinator to assure personnel are on-hand when necessary for capture.
- Assist with captures, ensuring all necessary materials are either in working condition or in inventory. Will require packing heavy loads over uneven ground.
- Manage database related to capture efforts.
- As needed, conduct post-capture ground surveys to document post-capture problems; manage database of capture efforts.

Act as field liaison for University-based study of moose demographics:

Tasks include:

- Use telemetry to locate adult female moose from the ground on agreed-up on schedule; during summer, obtain visual locations of calves to document production and survival.
- Document moose mortalities, retrieving carcasses for delivery to lab for professional necropsy, and when unable to retrieve carcass from the field, performing on-site necropsy and sample collection. Must have working knowledge of anatomy and signs of disease and predation. Requires attention to detail to determine if mortality occurred due to predation or disease, with ability to identify predation vs. scavenging.
- Collect moose fecal pellets from field sites, and arrange for analysis at appropriate lab facilities.

Act as field operative to ensure elk and deer survey work is successful:

Tasks include:

- Use telemetry to locate radio-marked elk or deer on agreed-up on schedule. Investigate mortalities as they occur. Determine cause of death for each elk/deer mortality (predation, disease, etc.) Must be able to distinguish between predation and scavenging, and if predation is confirmed determine which predator is cause of mortality.

Data entry, data management, and some data analysis will be required.

Tasks include:

- Retrieve daily downloads of elk/deer/moose GPS locations from e-mails delivered by telemetry vendor. Update spreadsheets, and control the quality of data entry/conversions. These tasks will require a working knowledge of Excel, ArcMap, and Windows syncing programs. Employee may also be required to plot locations using ArcGIS, transforming data and producing shapefiles and maps.

Assist DFW veterinarian and district biologists with handling and analysis of hunter-harvested moose carcasses for disease surveillance:

Tasks include:

- Coordinating with permitted hunters to maximize voluntary participation; assist hunters who require it in bringing carcasses to WDFW offices; assist WDFW veterinarian as required; as appropriate, perform

independent investigations of parasite presence in hunter samples, as directed by WDFW veterinarian.

Equipment maintenance

Tasks include:

- Maintain field truck in working condition, following protocols established by WDFW and motor pool, including regular routine maintenance (oil changes, snow/summer tire changes). Any damages must be scheduled for timely repair.
- Maintain all telemetry equipment in working order (regular assessment of condition of telemetry receiver, handheld and truck mounted antennas, all cables, optics and accessories).

QUALIFICATIONS:

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

Radio-telemetry experience

Valid Washington State Driver's License required.

Preferred/Desired Qualifications:

- Experience working with ArcGIS software competency
- Experience in working through difficult or complex situations involving multiple parties with differing opinions and expectations.
- Experience providing superior customer service.
- Experience in developing and presenting biological information to diverse groups of people.

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.**

Key Competencies -- the best qualified applicants will demonstrate abilities in the following areas:

- **Facilitation and negotiation skills** – Being tactful and sensitive when dealing with people with strongly held opposing viewpoints and when addressing "politically sensitive" matters are very important qualities for this position. Exemplary social and verbal communication skills are needed to ensure requests and actions are professional, objective, and not perceived by others as adversarial or unprofessional.
- **Written Communication** – Exceptional writing skills are a requirement. Writing (letters, memos and email) should be organized, clear and concise, use principles of "plain talk", and be effective, yet tactful. Writing should be professionally written with the understanding that they are public records and as such may be read by others than the intended recipient(s).
- **Working with WDFW Management** – This position must ensure to keep management timely apprised of controversial issues in the region, especially politically sensitive matters, and consult with supervisor and management prior to acting on particularly sensitive or controversial matters or representing the Department on such matters so that WDFW management can participate in deciding positions or actions to be taken.

SUPPLEMENTAL INFORMATION:

Working Conditions:

- Solo field work, rough and forested terrain, weather (hot and cold), poisonous plants, insects, potentially dangerous wildlife (e.g., bears) will be encountered, occasional survey flights in helicopter; occasional telemetry flights conducted in small fixed wing aircraft.
- Duties require periodic site visits, sometimes in remote locations and during inclement weather.
- Physical, environmental, or mental demands of key work: Must be able to drive a vehicle sometimes for long distances to participate in project sites visits or attend meetings. These activities can occasionally consist of 10 hour days.
- Health, Safety or Administrative Requirements: Capable of walking over rough terrain for short distances (≤ 1 mile) regularly.
- Willingness: Willingness and ability to work extended hours as necessary to complete assignments. May

occasionally include extended travel and evening or overnight trips.

- Interests: An interest in fish, wildlife, and habitat resource management and working with others in a collaborative and regulatory environment to influence sound resource management.

The successful candidate must be willing and able to:

- Work in the field in all weather conditions, walk streams and over rugged terrain up to 50% of the time. Ability to work in inclement weather over difficult terrain, including slippery rocks, steep banks, and sticky mud.
- Ability to walk, bend, stoop, while at times carrying up to 40 pounds.
- Ability to load and transport machinery, equipment, and gear.
- Ability and willingness to participate in WDFW helicopter safety training and wear appropriate safety gear and equipment.
- Ability and willingness to conduct and survey telemetry flights.
- Ability and willingness to conduct long telemetry flights without experiencing motion sickness that inhibits job duties.
- Ability and comfortable working alone in steep remote country.
- Ability to use critical thinking in collecting, recording, compiling, and summarizing data.
- Ability to follow oral and written directions.
- Ability to visually discriminate when identifying and distinguishing biological and physical features.
- Ability to complete required administrative paperwork in an accurate and timely manner.
- Ability to work independently and as a team member.
- Willingness and ability to perform routine and repetitive work.
- Willingness and ability to perform in a punctual and dependable manner.
- Willingness to accept supervision.
- Occasional work hours outside of the regular 8:00 am – 5:00 pm, Monday – Friday work hours including evenings and weekends, occasional early morning, evening, and weekend duties.
- Safely operate motor vehicles.

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 and attach the following to your profile before completing the online application:

- A cover letter describing how you meet the qualification of this position (generic cover letters will not be accepted)
- A current resume (please make it succinct)
- Three professional references (personal references do not count as professional references)

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, and ethnic, sexual orientation and gender identity diversity. Women, racial and ethnic minorities, persons with disabilities, 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 (360) 902-2207.

FISH AND WILDLIFE BIOLOGIST 1 *11660W Supplemental Questionnaire

- * 1. What best describes your level of education:
 - Associates degree
 - Bachelor's degree
 - Master's degree or higher.
 - None of the above
- * 2. What is your major area of study? If multiple degrees, please list each degree and major.
- * 3. 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 up to 60% of the time?
 - Yes No
- * 4. Are you willing and able to work hours outside of the regular 8:00 am – 5:00 pm, Monday – Friday work hours?
 - Yes No
- * 5. Are you willing and able to work non-scheduled hours including evenings and weekends?
 - Yes No
- * 6. 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 reach consensus on contentious issues.
- * 7. Please describe your experience organizing and maintaining complex, digitized data sets.
- * 8. Please describe your experience interacting with members of the public, particularly in rural settings, as well as advocates of particular policies regarding wildlife.
- * 9. Please describe your experience managing multiple, deadline-driven tasks.
- * 10. Have you ever been convicted of a misdemeanor or felony within the last ten (10) years? (Answering yes will not automatically disqualify you from competing for the position.)
 - 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. 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