

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 3 *11707H

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

OPENING DATE: 11/08/13

CLOSING DATE: 11/24/13 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 3 (Project)

The Department of Fish and Wildlife is recruiting to fill one full time, project, Fish & Wildlife Biologist 3 position located in the Habitat Program, Restoration Division. The duty station for this position is the Natural Resources Building, Thurston County. The project is scheduled to start December 1, 2013 and last until June 30, 2015, with a possible 6 to 12 months extension.

The purpose of this position is to ensure strong cross-program and regional/headquarters coordination on restoration projects in Western Washington with efficient and effective project management of restoration efforts. Successful implementation of the position's essential functions will contribute to the conservation and restoration of native fish and wildlife in accordance with Conservation Initiative principles by increasing WDFW's leadership and participation in conducting restoration activities.

DUTIES:

Project development – Develops fundable restoration project proposals and seeks funding to plan, design, and implement restoration projects in Puget Sound.

Tasks include:

- Seek restoration project opportunities using collaborative partnerships and community involvement.

- Develop goals and objectives for new habitat restoration projects, including consideration of land ownership and potential project constraints.
- Assemble biological and physical data to assist in project development.
- Develop written proposals and provide presentations for grant opportunities and funding.
- Coordinate with regional Habitat, Fish, and Wildlife biologists and engineers to facilitate development of habitat restoration projects.
- Work with supervisor and program budget managers to develop fiscally responsible proposals.
- Actively engages partners in restoration planning, including tribes, Regional Fish Enhancement Groups, Lead Entities, and other restoration entities.
- Facilitate and compile stakeholder input, evaluate concerns, and recommend actions to WDFW management.
- Lead discussions and negotiate agreements associated with habitat restoration projects and opportunities on WDFW lands by cooperatively engaging regional & district teams.
- Ensure project proposals for WDFW lands are developed consistent with the Restoration Pathway and the Conservation Initiative.

Project management – Develops and manages contract allotments and expenditures

Tasks include:

- Develop contracts consistent with Business Services guidance and timelines;
- Timely enter and verify CAPS contract entries and communicate terms with supervisor and program budget managers;
- Complete contract reporting terms on time;
- Manage expenditures to ensure consistency with contract terms and efficient use of public resources.

Oversee project implementation

Tasks include:

- Conduct community outreach during project development and implementation;
- Ensure project partnership development and landowner outreach;
- Coordinate project design and review by stakeholders
- Secure permits and approvals;
- Develop performance standards for restoration project goals for monitoring and adaptive management;
- Provide project coordination during construction;
- Brief regional management and headquarters staff on status of project implementation as needed.

QUALIFICATIONS:

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

AND

Three years of professional experience in fish management or fish research, wildlife management or wildlife research, or habitat management or habitat research. Twelve semesters or eighteen-quarter hours of specific course work is required for certain positions.

OR

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

OR

Two years as a Fish & Wildlife Biologist 2.

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

Facilitation and negotiation skills – The ability to serve as technical expert on regional fish and wildlife issues is required. 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 professional 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 keep management timely apprised of controversial issues, 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.

Technical knowledge - Strong knowledge of marine and stream ecology and restoration techniques, fish passage barrier assessments, fish passage requirements for road crossing structures, native plant restoration, heavy equipment operation and limitations, environmental review and permitting processes is necessary.

Management Principles - Familiarity with the Growth Management Act, Shoreline Management Act and the WDFW Priority Habitat and Species is desired. Knowledge of principles and procedures of wildlife, fish and habitat management and biological research; methods of biological data collection, interpretation and presentation; statistical and research theory and techniques is desired.

Desired Experience –

- 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 coordinating complex restoration projects
- Ability to: define research problems and determine extent and type of information needed;
- Initiate, plan, and design independent experimental research
- Plan, organize and supervise the work of others

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.**

A valid Washington or other State Driver's License

SUPPLEMENTAL INFORMATION:

Working Conditions:

Duties require periodic site visits, sometimes in remote locations and during inclement weather. Driving a vehicle sometimes for long distances to participate in project sites visits or attend meetings is necessary. Field activities can occasionally consist of 10-12 hour days and walking over rough terrain for short distances (≤ 3 mile) regularly is required. Work may occasionally include extended travel and evening or overnight trips.

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.

SUPPLEMENTAL INFORMATION

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 3 *11707H 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 50% 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. Are you willing and able to travel up to 10% of the time including occasional multiple days?
 - Yes No
- * 7. 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.
- * 8. Please describe your experience participating in a collaborative effort to develop a habitat restoration project or some other type of complex project that required multi-party involvement.
- * 9. Please describe your experience coordinating multiple reviews and comments on complex project proposals including providing written responses to project proponents.
- * 10. Please describe your experience managing multiple, deadline-driven tasks.

- * 11. Please describe your experience negotiating agreements associated with habitat restoration projects or some other type of complex project.

- * 12. 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

- * 13. 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

- * 14. 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