

State of Washington
 Dept. of Fish and Wildlife
 invites applications for the position of:
SCIENTIFIC TECHNICIAN 3 * 11338H

careers.wa.gov
 Working for Washington State

SALARY: \$2,789.00 - \$3,631.00 Monthly

OPENING DATE: 10/30/13

CLOSING DATE: 11/11/13 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.

**Scientific Technician 3
 (Permanent)**

The Department of Fish and Wildlife is recruiting to fill one full time, permanent Scientific Technician 3 position located in the Habitat Program Headquarters, in Olympia, WA.

This position is located in the Natural Resources Building in Olympia and reports to the Fish Passage Inventory Coordinator within the Restoration Division of the Habitat Program. This position participates in fish passage inventories designed to locate and assess natural and human made in-stream features that may pose a passage problem for anadromous and resident salmonids. Work will be performed throughout the Puget Sound Region.

DUTIES:

This position is responsible for conducting fish passage inventories to locate and assess natural and human-made in-stream features that may pose a passage or entrainment problem for salmonids. Fish passage inventories support prioritization and implementation of fish habitat enhancement and recovery projects in Washington.

This is primarily a field position, with approximately 80% of the work to be conducted in field conditions, year

round. Approximately 20% of the week is spent in the office entering data and preparing summary reports. The successful candidate must be willing and able to adapt to flexible work schedules, work along busy state highways, work long hours in adverse weather conditions, and walk streams to take measurements. Walking streams requires safely moving through thick vegetation, climbing over and around log jams, wood debris and walking on uneven terrain and slippery surfaces while carrying up to 30lbs of field gear.

Principal activities include:

- Independently plan, organize, and conduct advanced on-site evaluations (e.g. slope, velocity, substrate composition) using prescribed protocols and procedures to inspect, analyze, and report human-made structures including (but not limited to) culverts, dams, bridges, fish ways, lake outlet screens, and surface water diversions on streams.
- Use on-site measurements and information to determine the application of the appropriate protocol and techniques for collecting data to assess stream crossings for fish passage. Analyze data to determine the extent of fish passage barriers and fish habitat impacted.
- Process physical and biological stream data using established protocols and procedures in Excel spreadsheets. Organize and enter data into the Fish Passage Diversion Screening Inventory (FPDSI) database.
- Use GIS software (ArcMap) to analyze data and create maps of assessment sites and fish passage features.
- Conduct physical habitat assessments (e.g. stream width, depth, and substrate) and utilize electrofishing to evaluate the extent of fish use in streams associated with stream crossings.

QUALIFICATIONS:

High school diploma or GED including one year of high school science AND four years of experience as a Scientific Technician or equivalent. OR High school diploma or GED including one year of high school science AND four years of laboratory and/or field experience as an assistant to a health or safety professional, biologist, chemist, or zoologist.

College coursework involving major study in biology, zoology, fisheries, chemistry, natural sciences, or closely allied field will substitute, year for year, for experience provided the coursework includes at least six semester or nine quarter hours of natural or environmental science classes. *Note: while a college degree is not required, it is strongly preferred.*

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.)

Competencies

Well qualified applicants will demonstrate competencies in the following areas:

- Thorough understanding of the WDFW Fish Passage Barrier and Surface Water Diversion and Assessment methodologies and protocols.
- Ability to use independent judgment to handle situations encountered in the field that are not addressed in the WDFW Fish Passage Barrier and Surface Water Diversion and Assessment manual.
- Understanding of the freshwater habitat requirements and life histories of Washington's native salmonids.
- Ability to observe and assess condition or quality of spawning and rearing habitat for Washington native salmonids.
- Ability to observe and identify the various fish species found in Washington.
- Ability to perform advanced data collection and analysis in barrier determination of human-made instream water features.
- Ability to interpret aerial photographs and topographic maps and to navigate using said maps; accurately measure features on the maps.
- Proficiency in the use of laser survey equipment, digital cameras, and GPS systems.
- Proficiency in the use of Microsoft Office and ArcMap software.

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.

**SUPPLEMENTAL INFORMATION:
WORKING CONDITIONS**

The successful candidate must be willing and able to:

- Safely work in all weather conditions including extreme heat or snow and sometimes over difficult terrain and surfaces up to 80% of the time.
- Work schedule is typically 7:00 AM – 5:30 PM, Monday – Thursday, though may include some evening hours.
- Transport equipment weighing up to 30 pounds over long distances and uneven terrain.
- Vehicle travel up to 200 miles per day to survey locations.
- Safely operate motor vehicles.
- Work both independently and in a team environment.
- Communicate effectively with co-workers, other agency staff, and the public.

UNION

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

SCIENTIFIC TECHNICIAN 3 *11338H Supplemental Questionnaire

- * 1. What best describes your level of education?
 - High school diploma or GED
 - Associates degree
 - Bachelor'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. What best describes your field biology experience, as an assistant to a health or safety professional, biologist, chemist, or zoologist? 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 describe your field biology experience, as an assistant to a health or safety professional, biologist, chemist, or zoologist. Include where and how you obtained this experience.
- * 5. What best describes your experience as a Scientific Technician 1, or higher, or equivalent? 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 to 23 months of experience
 - I have 24 to 35 months of experience
 - I have 36 to 47 months of experience
 - I have 48 or more months of experience
 - None of the above
- * 6. Please briefly describe your experience as a Scientific Technician or equivalent. Include where and how you obtained this experience.
- * 7. Please briefly describe your knowledge of the WDFW Fish Passage Barrier and Surface Water Diversion and Assessment methodologies and protocols or similar document. Include how you gained this knowledge.
- * 8. Are you willing and able to work in all weather conditions including extreme heat, cold, and rain, and over difficult terrain and/or in streams up to 80% of the time?
- Yes No
- * 9. Are you willing and able to work alone in remote locations up to 80% of the time?
- Yes No
- * 10. Are you willing and able to work outside of the regular business hours of 7:00 am to 5:30 pm, Monday through Friday including evenings?
- Yes No
- * 11. Are you willing and able to work outside of the regular business hours of 7:00 am to 5:30 pm, Monday through Friday including evenings?
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Yes No

- * 12. What best describes your level of proficiency using ArcMap software?
 - Beginner
 - Intermediate
 - Advanced
 - I do not have this type of experience

- * 13. Please briefly describe your experience navigating to/from remote locations using maps, aerial photography, compass, GPS, or other means. Include the type of tool/equipment used and how you obtained your experience.

- * 14. Please briefly describe your experience conducting field surveys and collecting data. Include the type of survey conducted, the data collected, and where and how you obtained this experience.

- * 15. Are you willing to travel up to 200 miles each day to survey locations?
 - Yes No

- * 16. 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

- * 17. 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

- * 18. 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