

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

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Working for Washington State

Regional Fish Program Manager - Region 6 * 12166-13

SALARY: \$5,521.00 - \$7,361.00 Monthly

OPENING DATE: 11/20/13

CLOSING DATE: 12/05/13 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 DEPARTMENT

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.

Who may apply: This position is open to anyone who meets the desirable qualifications outlined below.

Location: Region 6 Office – Montesano, Washington

Overview

The Regional Fish Program Manager (RPM) in Region 6 reports to the Deputy Assistant Director (DAD) for the Fish Program (FP) and leads, controls and directs regional operations for Fish Management and Hatcheries activities and projects including: staff, budgets and programs in Region 6. The position also responsible for supporting the Assistant Director in planning/implementing major agency initiatives within the region and for resolving regional and cross-regional issues affecting FP's mission and strategic business plan. The position ensures all Fish Program activities in Region 6 directly contribute to the agency mission of conserving and protecting natural resources while supporting sustainable sport and commercial fishing opportunities. This position supervises and directs 128 staff.

DUTIES:

Manages FP regional work units consisting of Fishery Management unit leaders, District fish biologists, staff biologist, hatchery reform coordinators and fish hatchery specialists.

Serves as an effective participant on the Fish Program Management Team

Responsible for controlling regional Fish Program regional budgets, operations and allocation of staff resources.

Responsible for analysis of local impacts, interpretation and implementation of Department and Fish Program policies and procedures in the region. Assists senior managers in the development of agency and program policy, procedures and regulations, while taking into consideration local concerns, conditions and impacts.

Responsible for recruiting, training and retaining a highly motivated, professional staff. Conducts/reviews performance evaluations and expectations for regional staff.

Serves to protect/interpret Fish Program policy in the region with external stakeholders and tribal co-managers

Regional lead for development of fishing regulations to protect, restore and enhance fish and shellfish resources, while providing sustainable recreational and commercial harvest opportunities to support regional and statewide economies.

QUALIFICATIONS:

Desirable Qualifications: Bachelors degree accepted in Fish Management, Natural Resource Science, or related field. A minimum of five years of progressively responsible experience in the area of natural resource management including the supervision of professional staff. Well developed communication skills both written and oral are required. An in-depth understanding of fish conservation and fisheries management principles, Endangered Species Act law and leadership and administration skills.

Master's or Ph. D is preferred in areas of study listed above and 10 years of professional level experience, including experience supervising/managing professional staff.

Competencies:

Working knowledge of:

Advanced principles of management including: development and implementation of policies/procedures and budget, team building, supervision, negotiation, union collective bargaining agreements, oral/written communications and leadership;

Principles of hatchery fish production and fishery management (recreational and commercial);

Biology and life history of Washington fish species applicable to the region

Fish Program, WDFW, co-manager (tribal), private and public utilities, and other fish/natural resource organizations/partners for effective communication and management.

State and federal statutes, court orders, MOU's and MOA's applicable to fish resource protection, restoration, mitigation, enhancement, fishery management and hatchery operations.

Values the perspective of a diverse group of regional landowners, corporations, environmental organizations, constituent groups and other fish populations, fish habitat and fishery stakeholders.

SUPPLEMENTAL INFORMATION:

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)

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.

Please note that initial screening will be solely based on the completeness of application materials submitted and the contents and completeness of the **“work experience”** section of your application in NeoGov. A resume will not substitute for the “work experience” section of the application. The information provided in your application must support your selected answers in the supplemental questions. Responses not supported in your application may disqualify you from consideration for employment in this position. All information will be verified and documentation may be required.

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.

Regional Fish Program Manager - Region 6 *12166-13 Supplemental Questionnaire

- * 1. Have you ever been convicted of a misdemeanor or felony within the last ten (10) years?
 Yes No

- * 2. 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

- * Required Question