

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

careers.wa.gov
Working for Washington State

Coastal Marine Policy Analyst (WMS 2)

SALARY: \$58,885.00 - \$69,276.00 Annually

OPENING DATE: 12/12/13

CLOSING DATE: 01/03/14 05:00 PM

DESCRIPTION:



The image block contains the Washington Department of Fish and Wildlife logo on the left, which features a stylized landscape with a fish and a bird. To the right of the logo are three photographs: a fluffy bear cub, a cougar looking out from a tree, and several salmon swimming in water.

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.

COASTAL MARINE POLICY ANALYST (WMS 2)

THE DEPARTMENT

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. Learn more about us at www.wdfw.wa.gov.

This position is **full-time, permanent** and is located within Coastal Region 6. The duty station is at the Regional Director's Office in Montesano, Grays Harbor County.

The coastal counties from the Long Beach Peninsula in the south to the Strait of Juan de Fuca in

the north along with the counties surrounding southern Puget Sound and Hood Canal comprise this region.

The area is rich in fish and wildlife. Unique to this region are Roosevelt elk that make their home on the Olympic Peninsula. The region also includes two major estuarine environments, Grays Harbor and Willapa Bay and the most significant remaining natural prairie ecosystems, which hosts unique species of plants and animals. Bowerman Basin, an arm of Grays Harbor, is a world renowned bird watching area, particularly during spring and fall shore bird migration. Ocean Shores is Washington's most unique area to watch birds; 290 species have been identified in the area--70 percent of the species that occur statewide. Fish, bald eagles, western gray squirrels, marine birds, Quilcene and Olympic oysters, and clams, including the unique geoduck clam also are found in the region.

Recreational opportunities such as fish and wildlife viewing, hiking, scuba diving, hunting, fishing, and shellfish gathering abound. The region also includes Olympic National Park and a portion of Mt. Rainier National Park, and the Hood Canal Watershed Project Center, which is a nationally recognized environmental learning and interpretive site.

JOB SUMMARY:

The Coastal Marine Policy Analyst provides policy support for intergovernmental resource management activities within the Director's Office. The Coordinator represents the agency in intergovernmental management forums affecting marine resource conservation and fisheries or other harvest/use benefits. This position provides support for primarily for coastal groundfish, highly migratory species (e.g., albacore tuna), and forage fish management and policy issues.

DUTIES:

- Represent the Department on the Pacific Fishery Management Council's Groundfish Management Team and participate in other intergovernmental management forums for groundfish, albacore tuna, and forage fish
- Coordinate with the National Marine Fisheries Service (NMFS), the states of Oregon and California, and the coastal treaty tribes to develop and analyze policy and regulatory options and recommendations for marine resource conservation
- Communicate with commercial and recreational fishery participants and the public regarding policy and management issues and current federal and/or state fishing regulations and regulatory actions
- Work with agency policy leads to develop recommendations for federal management of groundfish, albacore tuna, and forage fish
- Work with agency enforcement staff and the Attorney General's Office, as appropriate, in the development, adoption, and implementation of regulations for coastal marine resources
- Prepare management summaries and written reports on coastal marine fish fisheries, data collection, and management activities
- Provide policy support for the state's processes for developing ecosystem indicators for the coast and broader marine spatial planning efforts
- Prepare and critically evaluate briefing materials on policy and other technical aspects of marine fish fisheries, data collection, and management activities for presentation to Fish and Wildlife Commission and other state and federal forums
- Develop and disseminate information through various types of correspondence regarding scheduling of ad-hoc advisory meetings, regulatory changes, and policy considerations.

WORKING CONDITIONS:

This position is scheduled for 8 am to 5 p.m., Monday through Friday, with occasional evening and weekend work to complete tasks. Position requires some travel. Typical travel includes traveling between work location and other state agency locations to attend meetings and training.

What does "WMS" mean?

Washington Management Service (WMS) is a decentralized personnel system established separately for civil service managers in state government. Agencies have delegated authority under the law to create management positions. It recognizes the unique nature of management positions and the importance of strong management skills to effective state government. For more information, please visit the following website:

<http://www.dop.wa.gov/CompClass/Management/Pages/WashingtonManagementService2.aspx>

QUALIFICATIONS:

Required Qualifications:

- A BA or BS degree in natural resources management, biology, environmental science, or related field AND four (4) years of experience in fisheries management, or coordinating natural resource management policy issues.

Preferred/Desired Education, Experience, and Competencies:

- A Master's Degree or higher in natural resources management, conservation, policy, economics, biology, environmental policy science, or other related field may be substituted for years of the experience.
- Knowledge of federal fisheries management and Magnuson-Stevens Fishery Conservation and Management Act standards and principles including environmental impact analysis conducted under the National Environmental Policy Act.
- Knowledge of Washington State relations with treaty tribes in fisheries management forums.
- Understanding principles of managing fisheries for long-term sustainability, including stock dynamics.
- Experience working collaboratively with diverse groups and building trust in these settings.
- Experience as lead person or part of team in controversial forums with ability to make decisions to successfully achieve intended results.
- Excellent written and oral communication skills.
- Experience writing policy documents for broad audiences, translating complex information to clear messages for various audiences.

COMPETENCIES:

- Ability to evaluate issues and make sound recommendations for conservation, use of fish and wildlife populations and associated habitats;
- Knowledge of managing natural systems for long term sustainability
- Knowledge of Washington state/tribal relations and applicable federal court rulings
- Ability to work well with diverse groups of people and issues and stay focused on the objective.

- Ability to facilitate meetings to resolve issues and make collaborative decisions; to clarify complex issues and stay focused on the desired outcome.
- Ability to write agreements, correspondence, or summaries documenting procedures, decisions or actions in co-manager forums
- Skilled at interpreting complex information to identify options for decision-making and problem solving.
- Sufficient grasp of statistics and statistical information to review and draw meaning according to its intended use: comfort with statistical processes and the interpretations made from them.
- Ability to make effective public presentations to inform about fisheries policy/resource management issues.

SUPPLEMENTAL INFORMATION:

To apply for this position you **MUST** complete your profile at www.careers.wa.gov and attach the following in order to your profile before completing the online application:

- A cover letter describing how you meet the qualifications of this position (generic cover letters will not be accepted).
- A current resume (please make it succinct).
- Three (3) **professional** references (personal references do not count as professional references).

Please do not include any attachments other than the ones requested above.

Please note: **Failure** to follow the above application instructions will result in 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.

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.

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.

Coastal Marine Policy Analyst (WMS 2) Supplemental Questionnaire

- * 1. Which of the following best describes your education level?
 - High School Diploma or Equivalent
 - Associate's Degree
 - Bachelor's Degree
 - Master's Degree
 - Doctorate
 - I am currently attending college.
 - None of the above.

- * 2. If you hold a degree or are attending college, please list your major, graduation date or anticipated graduation date and institution. If you do not have a degree or are not attending college, please put N/A.

- * 3. This position requires four (4) years of experience in fisheries management or coordinating natural resource management policy issues. Do you meet this requirement?
 - Yes
 - No

- * 4. Agency-Wide Question: Have you attached your cover letter, resume and three (3) professional references?
 - Yes No

- * 5. Agency-Wide Question: 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

- * 6. Agency-Wide Question: Have you ever been convicted of a misdemeanor or felony within the last ten (10) years (answering yes will not automatically eliminate you from consideration)?
 - Yes No

- * Required Question