

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

**careers.wa.gov**  
 Working for Washington State

## FISH AND WILDLIFE BIOLOGIST 4 \*00254W

**SALARY:** \$3,819.00 - \$5,010.00 Monthly

**OPENING DATE:** 01/09/14

**CLOSING DATE:** 01/26/14 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](http://www.wdfw.wa.gov).

### Fish & Wildlife Biologist 4 (Permanent)

The Washington Department of Fish and Wildlife is recruiting to fill one full time, permanent, Fish & Wildlife Biologist 4 position located in the Wildlife Program, Region 1. The duty station for this position is the Spokane Region 1 office in Spokane County.

The District Wildlife Biologist inventories and monitors diverse wildlife populations, measuring population changes within a District (Lincoln, Spokane and Whitman Counties). The incumbent communicates with the public and other agencies on diverse wildlife issues within an assigned area. In addition to developing recommendations for wildlife management and recreation opportunities within a district, the incumbent will implement wildlife management conservation and recreation activities within a district. The incumbent supervises permanent and temporary staff in the work unit within a district.

### DUTIES:

**Inventories and monitors diverse wildlife populations, measuring population changes within the district.**

### Tasks include:

- Develops or co-develops wildlife surveys for assigned district.

- Conducts assigned wildlife surveys as part of a statewide effort.
- Observes and assesses health of wildlife populations.
- Compiles and analyzes data and writes reports.

**Communicates with the public and other agencies on diverse wildlife issues within an assigned area**

**Tasks include:**

- Participates in tribal co-management activities.
- Participates in technical committees.
- Listens to, understands and evaluates requests for input to determine a needed action.
- Orally or in writing, explains data and presents options to public groups to increase public knowledge.

**Develops recommendations for wildlife management and recreation opportunities within a district.**

**Tasks include:**

- Recommends hunting regulations.
- Recommends actions for recovery plans and wildlife area plans.
- Writes wildlife plans.
- Recommends conditions for permits (e.g., FPA's, SEPA documents).
- Recommends regulations changes (e.g., WAC).
- Prepares and presents acquisition proposals.

**Implements activities directed toward wildlife management, conservation, and recreation within a district.**

**Tasks include:**

- Carries out population augmentation, capture and translocation.
- Evaluates habitat quality and quantity; assesses population response to habitat changes.
- Carries out harvest monitoring.
- Makes recommendations for habitat restoration.
- Protects sensitive wildlife from disturbance.

**Supervises a fulltime assistant and other temporary staff in the work unit.**

**Tasks include:**

- Recommends hiring staff, trains, evaluates, mentors, and corrects poor performance of employees.
- Assigns and directs work of staff.
- Leads work team on carrying out assignments and ensures deadlines are met.

**QUALIFICATIONS:**

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

AND

Five 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 for one year of the required experience.

A Ph.D. in the applicable science will substitute for two years of the required experience.

OR

Four years as a Fish & Wildlife Biologist 3.

Equivalent education/experience.

A valid Washington or other State Driver's License

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.**

The best qualified applicants will have experience and training that demonstrate knowledge, skills, and abilities in the following areas:

**Job knowledge**

- Wildlife population relationships and ecology.

- Wildlife habitat relationships.
- Wildlife survey methods.
- Applicable state, federal, and local environmental regulations and policies.
- Principles of wildlife harvest management.
- Personal computer hardware and software (MSOffice).
- Must have good oral and written communication skills – conveys clear, timely, persuasive messages that positively influence the thoughts and actions of others.
- Species identification.
- Wildlife management tools and field techniques.
- Contract development and administration.

**Ability to:**

- Follow prescribed protocols and procedures.
- Conduct field surveys to collect data.
- Conduct data analysis and make inferences from data.
- Train staff.
- Organize and prioritize work for self and others.
- Provide constructive correction, redirection and discipline when needed.
- Develop effective objectives, timelines and action plans.
- Communicate clearly and effectively with individuals and groups within and outside of the organization, both in writing and verbally.
- Negotiate effectively.
- Walk, bend, stoop, while at times carrying up to 40 pounds.
- Load and transport equipment and gear.
- Use critical thinking in collecting, recording, compiling, and summarizing data.
- Follow oral and written directions.
- Visually discriminate when identifying and distinguishing biological and physical features.
- And willingness to perform routine and repetitive work.
- And willingness to perform in a punctual and dependable manner.
- And willingness to perform in a safe and efficient manner.
- And willingness to accept supervision.
- Complete required administrative paperwork in an accurate and timely manner.
- Work independently and as a team member.
- Safely operate motor vehicles and small boats in field situations.

**Behavioral Competencies:**

Ethics and integrity.

Communications effectiveness.

Results orientation and initiative.

Adaptability/flexibility.

Team leadership

Judgment.

**SUPPLEMENTAL INFORMATION:**

**Working Conditions**

Typical hours are 8:00 am to 5:00 pm, with frequent irregular hours and weekend work. Office work includes extended work with personal computers. Field work includes travel to and from field sites and work in outdoor conditions often in extreme weather conditions. Field surveys are conducted by airplane, helicopter, boat, vehicle and on foot. Field work can vary from 10% to 80% depending upon season and requires working outdoors during inclement weather, walking over rough terrain (typically less than a mile but occasionally over long distances of several miles) while carrying a light load. Travel requirements include frequent travel to and from field sites and meetings.

**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](http://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](http://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 4 \*00254W Supplemental Questionnaire**

\* 1. What best describes your level of education:

- Associates degree
- Bachelor's degree
- Master's degree
- Ph.D.
- None of the above

2. What is your major area of study? If multiple degrees, please list each degree and major.

\* 3. Please describe your experience working with non-game wildlife species.

\* 4. Please describe your experience working with game wildlife species.

\* 5. Please describe your experience developing and/or implementing programs associated with wildlife-related recreation.

\* 6. Please describe your experience conducting data analysis and drawing inference from that data on wildlife species and habitats.

\* 7. Please describe your knowledge and experience using GIS.

\* 8. Please describe the strategies you would use to build and maintain successful working

relationships with colleagues and partners.

- \* 9. Please describe experience working with non-profit organizations, local governments, and tribes.
  
- \* 10. What are you doing to ensure you continue to grow and develop as a leader?
  
- \* 11. Are you willing and able to work non-scheduled hours including evenings and weekends?  
 Yes    No
  
- \* 12. Are you willing and able to perform aerial survey work in both fixed-wing aircraft and helicopters?  
 Yes    No
  
- \* 13. 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?  
 Yes    No
  
- \* 14. 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
  
- \* 15. 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
  
- \* 16. 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