

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 1 *00788W

SALARY: \$2,663.00 - \$3,459.00 Monthly

OPENING DATE: 01/24/14

CLOSING DATE: 02/02/14 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.

FISH & WILDLIFE BIOLOGIST 1 (Career Seasonal)

The Department of Fish and Wildlife is recruiting to fill one part time, career seasonal, Fish & Wildlife Biologist 1 position located in the Wildlife Program, Diversity Division, Region 6. The duty station for this position is the Natural Resources Building, Olympia, Thurston County, with travel throughout the county.

This position serves as a career seasonal (February 1 to November 30) project biologist providing seasonal field and office assistance to support recovery of state and federally-listed species in south Puget Sound. This position is responsible for data collection and management, and conducts data summary, analyses and reporting under the direct supervision of permanent agency biologists during periods of peak work volume to insure timely delivery of project findings to WDFW, USFWS, and Department of Defense (DOD) managers, and other conservation partners. Findings are used to support and direct management decisions and restoration activities with on-the-ground implications for land use activities on DOD, WDFW and other public/private lands.

DUTIES:

- Conducts distance sampling surveys for Taylor's checkerspot butterfly to quantify abundance and distribution following reintroduction efforts.

- Locates and monitors butterfly position, abundance, behavior and substrate during multiple life stages based on established protocols.
- Conducts detailed vegetation assessments using ocular estimates of cover for numerous plant species and habitat components.
- Records data using voice recorders, GPS data loggers, and electronic and/or paper forms in a precise, accurate and consistent fashion.
- Assists with capture, handling and release of adult and/or larval butterflies.
- Assists with layout of sampling grids and release areas at field sites using GPS technology.
- Transcribes data from voice recorders and field forms into standardized data bases; reviews data for accuracy, identifies and corrects errors and inconsistencies, and formats data for statistical analyses. Collects, imports and manages field data using GPS technology.
- Designs and manages spatial databases using GIS technology to produce maps, data summaries and integrated assessments.
- Conducts prescribed burns in grassland environments in coordination with a large team of other firefighters and under the supervision of a fire crew boss.
- Conducts grassland habitat restoration, which may include minor fence repairs, herbicide applications, brush-cutting and shrub removal.
- This position may also assist with other duties as assigned, such as trapping and/or surveys for Mazama pocket gopher. These activities will be of secondary importance and may occur as time and funds are made available.

QUALIFICATIONS:

Desired Qualifications

- A Bachelor's degree in wildlife biology or ecology, zoology, or environmental science.
- Knowledge and experience using GPS and ArcGIS technology in a work setting, including database development and management.
- Two field seasons (minimum of 1 month each year) conducting surveys and collecting behavioral observations of butterflies.
- Ability to search for and identify south Puget Sound prairie butterflies by sight in the field.
- Ability to complete systematic, detailed searches of vegetation and locate small objects (butterfly larvae/eggs).
- Experience identifying grassland plants and grasses.
- Experience systematically conducting repeated surveys for focal species and maintaining detailed documentation.
- Experience conducting systematic vegetation surveys in a detailed, consistent and highly efficient manner.
- Experience synthesizing quantitative information and producing detailed work flow documents describing project methods, and research findings.

Preferred Qualifications

- Education and/or experience in insect or wildlife-related conservation, including: interpreting insect behavior, evaluating and interpreting impacts to terrestrial invertebrates, and providing wildlife or habitat-related management recommendations.
- Experience searching for and identifying south Puget Sound prairie butterflies by sight in the field.
- Experience conducting searches for insect larvae or eggs.
- Experience identifying common South Puget Sound prairie plants.
- Experience conducting grassland vegetation surveys.
- Experience directing and training field assistants.
- Ability and willingness to obtain certification to become a wild-land firefighter.
- Experience working independently in remote locations.
- Experience or ability to operate hand and power tools and other field equipment safely.

Competencies

Well qualified applicants will demonstrate competencies in the following areas:

- Ability to sit, stand or walk for prolonged periods while observing and interpreting behaviors of butterflies or other wildlife species.
- Ability to visually discriminate when identifying and distinguishing biological and physical characteristics of insects, especially butterflies;
- Estimate distances to butterflies visually with a high degree of accuracy (to the nearest 10 cm).
- Identify and estimate cover of plant species or vegetation groups using ocular estimates or frequencies

with a high degree of accuracy.

- Document, interpret and communicate wildlife species/habitat information in a detailed manner.
- Think critically in collecting, recording, compiling, and summarizing data.
- Communicate effectively verbally and in writing.
- Coordinate, lead, or supervise technical or nontechnical volunteers or staff.
- Use standard laboratory and field equipment.
- Follow directions, show initiative, and work efficiently without supervision.
- Proficiency in using Microsoft Office (especially MS Word and Excel), Pathfinder, Terrasync and ArcGIS software.
- Must be reliable, punctual and demonstrate good scientific ethics and integrity and demonstrate a flexible and creative approach to problem-solving in the field.
- Ability to work independently and as part of a team to complete all tasks to satisfaction, and show a willingness to perform routine and repetitive work without sacrificing performance.
- Ability to work independently in remote locations.
- Ability to work as part of a team without direct supervision.
- Ability to coordinate and lead a small field crew that conducts multiple tasks.
- Capable of working 8 hours a day outdoors under all weather conditions.

SUPPLEMENTAL INFORMATION: WORKING CONDITIONS

The successful candidate must be willing and able to:

- Work on-call, any day of the week, and be able to report to work within one (1) hour of being notified.
- Work in all weather conditions including extreme heat and sometimes over difficult terrain and surfaces up to 30% of the time.
- Work hours extend outside of the regular 8:00 am – 5:00 pm, Monday – Friday work hours including weekends.
- Transport equipment weighing up to 40 pounds over uneven terrain.
- Travel up to 5% of the time.
- Safely operate motor vehicles.
- Work on hazardous terrain which may contain unexploded ordinance.

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), 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.

FISH AND WILDLIFE BIOLOGIST 1 *00788W Supplemental Questionnaire

- * 1. What best describes your level of education:
 - High School Diploma or GED
 - 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. What best describes the amount of experience you have identifying butterflies by sight?
 - I am proficient at identifying butterflies.
 - I can identify many butterflies to species and most butterflies to taxonomic group.
 - I can identify some common butterflies.
 - I do not have this type of experience.
- * 4. Please describe your experience conducting butterfly surveys in the field. Include the type of butterfly, the survey technique, and how you obtained this experience.
- * 5. Please describe your experience searching for and identifying south Puget Sound prairie butterflies by sight in the field.
- * 6. Please describe your experience conducting vegetation surveys.
- * 7. Please describe your experience using GPS and ArcGIS and related software in a work-setting.
- * 8. Please briefly describe your experience entering and summarizing data in spreadsheets.
- * 9. Briefly describe your experience synthesizing quantitative information and producing detailed work flow documents describing project methods and research findings.
- * 10. What best describes your proficiency using monitoring equipment:
 - I am proficient in the use of binoculars.
 - I am proficient in the use of hand-held data loggers.
 - I am proficient in the use of binoculars and hand-held data loggers.
- * 11. What best describes your field experience as an assistant to a biologist? 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)

- 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
- * 12. What best describes your level of proficiency using Microsoft Office software?
- Beginner – I can construct and edit basic documents.
 - Intermediate – I can construct, edit and format documents with multiple components (e.g., chapters, worksheets, etc.).
 - Advanced – I can construct, edit, format and analyze complex documents with multiple components (e.g., chapters, worksheets, etc.).
 - I am not proficient in using Microsoft Office software.
- * 13. Are you willing and able to work on-call any day of the week and be available on short notice (1 hour advance notice)?
- Yes No
- * 14. Are you willing and able to work in all weather conditions including extreme heat and over difficult terrain and surfaces?
- Yes No
- * 15. Are you willing and able to work on open grasslands and in the presence of unexploded ordnance?
- Yes No
- * 16. Are you willing and able to walk, bend, squat, twist, stoop, and reach arms over head often on uneven terrain while at times carrying or operating heavy equipment (up to 40 pounds) or tools?
- Yes No
- * 17. Please describe your experience operating hand and power tools and other field equipment. List the types of tools/equipment, and how you obtained your experience.
- * 18. 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
- * 19. 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
- * 20. 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