

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 4 *00323H

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

OPENING DATE: 01/10/14

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.

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 Habitat Program, Region 3. The duty station for this position is the Yakima Region 3 office in Yakima County.

This position reports to the Regional Habitat Program Manager. The purpose of this position is two-fold: this position coordinates WDFW cross-program and cross-regional actions with the goal of promoting and securing water management actions that are beneficial to fish/wildlife/habitats/recreation, is primarily responsible for planning, developing, and assessing professional biological studies, research, or resource assessments, and providing the assessment and interpretation of the results and preparation of final written reports.

This position also is the agency lead for negotiating mitigation for projects of statewide significance, and lead specialist on issues affecting fish, wildlife, lands, or habitat in a focused area responsible for watershed planning, coordinating and facilitating with local, state, federal agencies, irrigation districts, NGOs and tribes to enhance opportunities for fish/wildlife/habitats conservation, mitigation, and restoration from projects/programs conducted by Department of Ecology's Office of Columbia River (OCR), including the Yakima River Basin Integrated Plan.

DUTIES:

- Represent WDFW as the alternate lead on Ecology's Columbia River Policy Advisory Group that includes local/state/federal governmental agencies, tribes, and/or stakeholders, when the Regional Habitat Program Manager is unable to attend.
- Participate on Office of Columbia River's Implementation Team to insert WDFW objectives and interests, and provide information about fish/wildlife/habitats and/or WDFW programs and activities. Provide advice/recommendations for protection, mitigation or project enhancements that avoid, offset, or mitigate for impacts to fish/wildlife/habitats.
- Serves as WDFW lead in negotiating agreements associated with habitat restoration projects on WDFW lands, coordinate the evaluation and mitigation alternatives of fish and wildlife impacts from the various elements of the Yakima River Basin Integrated Plan (YBIP), and other Office of Columbia River Projects of statewide and national significance. Work with WDFW technical and policy staff to ensure fish and wildlife objectives are included in YBIP projects.
- Represent WDFW on Priest Rapids Coordinating Committee and Habitat Sub-Committee and the combined Habitat Conservation Plan Coordinating Committee for Douglas and Chelan County Public Utility Districts.
- Develop and coordinate state and federal responses to Ecology/Bureau of Reclamation proposals relative to NEPA/SEPA and the federal Fish and Wildlife Coordination Act.
- Provide white paper analyses summarizing project history, potential solutions/concerns, and assess potential impacts to fish/wildlife/habitat/recreation and provide technical/policy recommendations to WDFW/Ecology at various stages of OCR project development.
- Provide other WDFW and/or Ecology OCR program support as needed ("Other duties as assigned"). For example, this position may coordinate WDFW activities regarding implementation of mitigation obligations in Mid-Columbia PUD FERC licenses, and on statewide issues relating to Shorelines Management, management of U.S. Army Corps of Engineers ownership on the Columbia River, and Growth Management and/or coordinate with irrigation districts on activities of WDFW and Ecology OCR on OCR-related projects and project components.

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.**

Must be willing to travel throughout the Columbia River Basin, Spokane, Kittitas, Franklin, Adams, Benton, and Grant counties and to Olympia for maintain communication across regions, project management requirements, and meet face-to-face with various stakeholder groups/attend meetings/support WDFW/Ecology program objectives.

The best qualified applicants will have experience and training that demonstrate knowledge,

skills, and abilities in the following areas:

Knowledge of:

- Environmental regulations; applicable state, federal, and local environmental regulations and policies.
- Methods of biological data collection, interpretation and presentation; statistical and research theory and techniques.
- Principles and procedures of wildlife, fish and habitat management and biological research.
- Fish and wildlife ecology; ecological interactions; general habitat needs.
- Local, state and federal water rights and natural resource law and policies including but not limited to NEPA, ESA, USFWS Coordination Act, Clean Water Act, NHPA, SEPA, SMA, GMA, hydropower , irrigation, and local, state, and federal permitting requirements.
- Basic state-tribal governmental relations.
- Personal computer hardware and software (MSOffice).
- Must have effective oral and written communication skills – conveys clear, timely, persuasive messages that positively influence the thoughts and actions of others.
- Columbia and/or Yakima River Basin Irrigation Projects, Reclamation Act, and applicable Washington State Administrative Codes (WACs).
- “Contract Development and Management” - Some knowledge of contract management; accountability measures and performance monitoring.
- “Fiscal Accountability” - Some knowledge of budget management.
- An awareness of the science and policies associated with management of hydropower, in-stream flow, and fish on the Columbia River.

Ability to:

- “Negotiation skills” – effective in achieving consensus and influencing decisions using a transparent and credible process.
- “Advocacy” - Effectively influences others to achieve understanding, acceptance, and commitment to act in support of ideas, programs, or causes; builds credibility as a representative, acts as an unwavering advocate and supporter by sharing information and knowledge; consistently maintains contact with partners and stakeholders.
- “Facilitating Others” - Coordinates and leads groups, creating a cooperative and productive environment in which to resolve problems or develop and implement plans; Effectively organizes and leads the group, outlining issues, communicating overall direction and desired outcomes, and helping participants understand tasks to be achieved, their roles, and contribution to the process.
- Fosters and maintains an atmosphere of teamwork, collaborative decision-making, and maintaining positive momentum to implement projects. Implement results of research findings; plan, organize and supervise the work of others.
- “Managing workloads” - Time management skills and priority shifting. Define research problems and determine extent and type of information needed.
- “Managing Projects” and “Planning” - Organizational skills and managing multiple projects/products and deadlines - Process savvy, and outcome oriented; cultivate teamwork and sense of shared objectives.
- “Stress Tolerance” - Skills generating low-stress success in complex political environment (i.e. “working for multiple bosses”) to encourage positive outcomes to achieve shared goals and desired outcomes across multiple stakeholder groups.
- Use “tact” and “interpersonal influence” (speak and write effectively) to achieve cooperation from colleagues; encouraging others to spend time to contribute to the project objectives, and develop long-term relationships and enduring outcomes.

Experience:

- Experience working effectively on interagency and/or cross-program/cross-region activities.
- Experience coordinating diverse individuals to achieve a common outcome;
- Experience operating at a small or local scale while tracking implications and policy context in the larger scale.
- Successful negotiation experience;
- Experience that shows ability to effectively prioritize multiple issues/tasks.

SUPPLEMENTAL INFORMATION:

Working Conditions

Working environment is a busy office setting. Varying degrees of activity occur in the common areas during working hours, incumbent must be able to work amid minor distractions; most tasks will involve sitting at a desk and working on a computer. 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. Works primarily in office and meeting settings; travels throughout the Columbia River Basin and to Olympia is required. 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 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. 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 *00323H 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 as a part of a multidisciplinary group including any experiences you may have had working with such a group to reach consensus on contentious issues.

- * 4. Please describe your experience participating in a collaborative effort to develop a habitat restoration project or some other type of complex project that required multi-party involvement.
- * 5. Please describe your experience coordinating multiple reviews and comments on complex project proposals including providing written responses to project proponents.
- * 6. Please describe your experience managing multiple, deadline-driven tasks.
- * 7. Please describe your experience negotiating agreements associated with habitat restoration projects or some other type of complex project.
- * 8. Please describe your experience evaluating and mitigating fish and wildlife impacts associated with state or federal projects of significant scope and scale.
- * 9. What are you doing to ensure you continue to grow and develop as a leader?
- * 10. 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 up to 50% of the time?
 Yes No
- * 11. Are you willing and able to work hours outside of the regular 8:00 am – 5:00 pm, Monday – Friday work hours?
 Yes No
- * 12. Are you willing and able to work non-scheduled hours including evenings and weekends?
 Yes No
- * 13. Are you willing and able to travel up to 50% of the time including occasional multiple days, out of state and overnight trips?
 Yes No
- * 14. 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
- * 15. 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
- * 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