

State of Washington
 Dept. of Fish and Wildlife
 invites applications for the position of:
Permanent Natural Resource Scientist 4
***00960-14**

careers.wa.gov
 Working for Washington State

SALARY: \$4,770.00 - \$6,257.00 Monthly

OPENING DATE: 01/30/14

CLOSING DATE: 02/13/14 05:00 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. Find out more about us and the important work we are a part of at www.wdfw.wa.gov

This recruitment is for a permanent Natural Resource Specialist 4 in the Fish Program, Fish Management, State-wide Salmon Management Unit. The duty station for this position is the Natural Resource Building, Olympia, WA.

DUTIES:

Represent Washington State on the Fraser River Panel

Tasks include:

Serve as an agency representative on the international Pacific Salmon Commission, Fraser River Panel, as recommended by the Director and appointed by the Governor. Analyze and apply sampling and research data on sockeye and pink salmon to formulate fisheries directed at Fraser River sockeye and pink salmon. Establish and maintain effective working relationships with Pacific Salmon Commission staff, U.S. and Canadian tribal staff and policy representatives, Canadian Department of Fisheries and Oceans representatives, and fishing industry representatives.

Manage Puget Sound Commercial and Recreational Fisheries

Tasks include:

Sample and analyze data from Puget Sound salmon fisheries to estimate and minimize impacts to non-target fish and wildlife and achieve management objectives. Write reports on fishery research and performance and provide recommendations to improve management practices. Represent the agency at public and/or professional meetings as assigned, including the North of Cape Falcon process and regulatory hearings. Negotiate and build consensus among multi-jurisdictional (including 17 Puget Sound Treaty Tribes) colleagues and constituents regarding harvest, conservation plans, and technical aspects of resource impact assessment. Provide technical assistance and advice to members of agency administration and the public on Puget Sound salmon management. Respond to public, media, and industry inquiries, both in written and verbal forms, concerning Puget Sound salmon management issues.

Enhance Puget Sound Recreational Fisheries

Tasks include:

Define research, analyze data, and coordinate the implementation of management practices to improve the performance of Puget Sound recreational fisheries and hatchery programs.

Monitor Commercial Salmon Catch

Tasks include:

Track, analyze, and report the catch of commercial salmon fisheries throughout Puget Sound.

Lead and Manage Puget Sound Salmon Management Unit

Tasks include:

Lead, plan, train, and supervise the work performed by the Puget Sound Salmon Management Unit. Ensure appropriate, safe, and optimum use of the organization's resources and enhance the effectiveness of employees through timely appraisal and professional development opportunities. Supports effective communication throughout the organization. Maintains the highest standards of personal/professional and ethical conduct and support the State's goals for a diverse workforce.

Working conditions

Typically works Monday – Friday, 8AM – 5PM. However, attendance at fishery planning, stakeholder, and state-tribal meetings requires periodic work outside the normal schedule. This position is required to travel annually as part of the pre-season (North of Falcon/Pacific Fishery Management Council) planning and negotiation team, and for Fraser River Panel meetings. Position requires the ability to maintain a positive, calm, and productive demeanor in many challenging public forums.

QUALIFICATIONS:

- Knowledge of program management, budget development and administration, strategic planning, development of cooperative relationships with regional office staff and other agencies, natural resource management issues, state statutes and merit system rules, principles of negotiating, conflict resolution and oral presentations skills to communicate effectively when presenting complex information to professional, technical and public audiences.
- Ability to work independently and make critical decisions in a fast paced environment.
- Ability to work effectively with professional and public groups to achieve agency and division objectives.
- Advanced computer, data processing, and analytical skills, across multiple hardware and software environments.
- Expertise in: Treaty Case Law in Washington State, Salmon Life History, Fishery Management Principles, Biometric/Statistical Analysis, Puget Sound Commercial and negotiating/developing State/Tribal fishery agreements, Recreational Salmon Fisheries, and Boat Operation (boating safety, marine electronics etc.).

Functional Competencies

- Analysis
- Coordinating and Organization
- Negotiating Agreement
- Coaching and Mentoring
- Verbal Communication
- Written Communication

Desired qualifications

A Bachelor's degree with major study in a natural science (Fish Management, Biology, etc.)

AND

Six years professional work experience in Fish Management. (A Master's degree will substitute for two years and a Ph.D. degree will substitute for all of the required experience, provided the field of major study is in Fish Management).

High Performance Competencies

- Ethics and Integrity
- Judgment
- Team Leadership
- Resourcefulness in Problem Solving

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 and competencies for 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.

Permanent Natural Resource Scientist 4 *00960-14 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