



Service, Science, Sustainability

Under the leadership of the Commissioner of Public Lands, our work at the Department of Natural Resources (DNR) is done with the public's interest in mind, which means transparency and public knowledge. Our decisions are guided by sound science as we manage state trust lands, native ecosystems and natural resources. We support the vision of a sustainable future by protecting and managing the natural resources so future generations will have them.

DNR manages over 5 million acres of state-owned land that includes forest, range, commercial, agricultural and aquatic lands. We generate revenue that supports public schools, state institutions and county services. But managing lands is only half of our story. We also protect other public resources such as fish, wildlife, water, and provide public access to outdoor recreation. Two of our largest and most important state-wide resource protection responsibilities are fire prevention and suppression, and overseeing forest practices.

The DNR has an annual operating budget of approximately \$187 million and has over 1200 permanent employees with approximately 300 additional staff hired during the summer fire season.

We have some of the most talented people in the industry. We honor diversity in the workplace and support one another with respect and trust. We invite you to learn more about our culture, our careers, and why some of the top forestry and natural science professionals have joined Washington DNR by visiting our [DNR website](#).

**Natural Resource Specialist 3
 Natural Areas Manager**

Recruitment # 2014-01-5729-01277

SALARY RANGE: \$3,549 – \$4,653 per month

TYPE OF POSITION: Permanent, Full-time

This position is represented by the WFSE.

Important Note: Once appointed to this position the incumbent will be required to pay union dues or other representation fees within the first 30 days of employment.

LOCATION: Tumwater, Washington

CLOSES: February 25, 2014
Note: It is to your advantage to submit your materials sooner than later.

POSITION PROFILE:

This position is the Pacific Cascade Region Natural Areas Program Specialist and designated expert ; work area includes approximately 10,000 acres of the Natural Area Preserves (NAPs) and Natural Resource Conservation Areas (NRCAs) in the northern half of the Pacific Crest District.

This position provides:

- Management needs and sets priorities to meet protective strategies of sensitive ecological resources with the NAPs and NRCAs.
- Leads or supports a team in research, develop, writing, and presenting grant proposals related to Natural Areas.
- Coordinates with volunteer groups, individuals and partnerships for projects and/or sites pertaining to the Natural Areas Program.
- Leadership in developing partnerships with counties, working groups, and other state and federal agencies and non-profit organizations to more effectively and cooperatively manage the district's Natural Areas.

REQUIRED QUALIFICATIONS:

- A Bachelor's Degree in natural resources sciences such as ecology, conservation wildlife biology, ecological restoration; and two years of professional experience as a Natural Resource Specialist 2 (or higher) or equivalent Natural Resource Conservation Manager in a closely related natural resource field
- Three (3) years experience developing, implementing, and monitoring habitat restoration projects
- Three (3) years experience developing, implementing, and monitoring invasive plant control projects
- Working knowledge of conservation biology and natural resource management activities
- A thorough understanding of the fundamentals of ecological processes/systems
- Ability to and experience in evaluating, writing, editing, implementing, and monitoring site-specific "resource management plans and activities" to protect fish and wildlife species and/or habitats
- Ability to prepare project proposals for land improvements; gather and assemble supportive data describing the work to be done, present and propose use, cost and benefit, local interest, and work priority
- The ability to facilitate public meetings and speak effectively to large groups of people in public settings
- Ability to prepare written reports, memos, forms, records and field notes

EMPLOYEE BENEFITS

The state of Washington offers a comprehensive benefits package including:

- [Medical](#), [dental](#), [life](#) and [long-term disability](#) insurance.
- Optional [long-term care](#), and [auto/home](#) insurance.
- Optional [medical flexible spending account](#), and [health savings account](#).
- Vacation, sick, military, and civil leave.
- Eleven paid holidays per year.
- A state [retirement plan](#).
- Optional credit unions
- Optional [Deferred Compensation](#) and [Dependent Care Assistance](#) programs

Join our job announcement mailing list and view all current job opportunities. Visit: [DNR Jobs](#)

This announcement is published by the Washington State Department of Natural Resources (DNR). The DNR is an equal opportunity employer. Women, racial, and ethnic minorities, persons of disability, veterans and disabled veterans are encouraged to apply. Persons with a disability who need assistance during the screening process, or those needing this announcement in an alternative format may contact DNR Recruiting staff (360) 902-1350 or (360) 902-1097. DNR may be contacted using the Washington State Telecommunications Relay Service (TTY) by dialing 711.

- Ability to efficiently use word processing, spreadsheet, and presentation software including experience in the use of GPS technology and ARC GIS mapping products
- Ability to work collaboratively with all types of people and with multiple programs and agencies
- Ability to supervise and evaluate employee performance expectations
- Position requires demonstrated ability to:
 1. Align services with agency business needs;
 2. Provide outstanding support services to customers;
 3. Work effectively in a team environment;
 4. Remain flexible in an changing environment;
 5. Maintain a positive and professional attitude;
 6. Excellent written and oral communication skills.

DESIRABLE QUALIFICATIONS:

- A Master's Degree in natural resources sciences such as ecology, conservation wildlife biology, ecological restoration; and four (4) years of professional field experience in a closely related natural resource field
- Two (2) years experience preparing, presenting, acquiring, and administering grants
- Ability and experience developing, presenting, and acquiring ecological restoration, land acquisition, and capital improvement grants
- Ability and experience recruiting and supervising volunteers to accomplish program goals
- Ability and experience in working with principle planners from local, state, and federal planning departments.
- The ability to educate others and develop partnerships with other agencies and organizations
- Experience in negotiating legal contracts
- Knowledge of forest-based land-use law, recreation-use law and practices; SEPA; Forest Practice Rules; and the HCP.

SPECIAL POSITION REQUIREMENTS AND WORKING CONDITIONS

The successful incumbent will also be required to:

- Traverse and drive in uneven rugged terrain under all weather conditions.
- Traveling alone between work/field sites in the region.
- Be flexible with work schedule and work some evenings and weekends. Position is overtime exempt.
- Work with public, contractors, volunteers, inmate crews, external customers and stakeholders including tribes, various state and local government agencies, and special interest groups.
- Occasionally use hand and/or motor-driven cutting equipment (i.e., loppers, pruners, weed wrenches, axes, saws, chainsaw, weed eater, hedge trimmer, etc.). A backpack sprayer is used to treat invasive species.
- Have or obtain a Public Operator and Aquatic pesticide licenses. This position requires the careful use of herbicides for weed control.
- Must have a valid driver's license and have two years of driving experience. This position requires driving as an essential function. Employees who drive for state business, whether in a state or privately-owned vehicle, are required to possess a valid license as defined in policy PO02-006 and abide by all other driver responsibility requirements.

WHO MAY APPLY

This recruitment is open to anyone who meets the required qualifications for this position.

FOR MORE INFORMATION AND HOW TO APPLY, [CLICK HERE.](#)

OR GO TO:

<http://agency.governmentjobs.com/dnr/default.cfm?action=viewJob&jobID=810237>

Questions? Please contact **Rex Hapala** at **(360) 577-2025** or e-mail us at Judy.Browning@dnr.wa.gov.

By submitting the application materials you are indicating that all information is true and correct to the best of your knowledge. You understand that the state may verify information and that untruthful or misleading information is cause for removal from applicant pool or dismissal if employed.

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