

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 3 \*01933H

**SALARY:** \$3,631.00 - \$4,770.00 Monthly

**OPENING DATE:** 02/26/14

**CLOSING DATE:** 03/11/14 09:59 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 3** **(Full time, Nonpermanent)**

The Department of Fish and Wildlife is recruiting to fill one full time, nonpermanent, Fish & Wildlife Biologist 3 position located in the Habitat Program, Ecosystems Services Division. The duty station for this position is the Natural Resources Building, Olympia, Thurston County.

Under the supervision of the Priority Habitat Species Section Manger and in coordination with the Landscape Spatial Analytics Section Lead, the primary purpose of this position is to lead a pilot project to determine effective ways for local entities to utilize the agency's High Resolution Change Detection (HRCD) information in their policy making, management, and monitoring of land use, especially as that relates to Priority Habitats and Species. This position contributes to WDFW's *Conservation Initiative* by facilitating land use policy decisions at a broad scale and land use decisions at a site scale that conserve Priority Habitats and Species. The HRCD, a major initiative of WDFW's Habitat Program, is designed to provide high quality factual spatial data in support of land use adaptive management regarding Fish and Wildlife Habitat Conservation Areas.

Primary objectives of this position:

- 1.) Identify stakeholders who wish to be involved with this pilot project;
- 2.) Facilitate stakeholders' use of HRCD data in land use monitoring and/or land use policy

- effectiveness studies;
- 3.) Synthesize findings of the pilot project and make recommendations about how the HRCD program can effectively support land use adaptive management efforts.

This is a non-permanent, grant-funded position with funding for approximately 10 months of full time work. Anticipated employment start date is April 1, 2014 through January 31, 2015.

**DUTIES:**

- Provide technical assistance for landscape assessment to 3-4 stakeholders regarding pilot projects that apply High Resolution Change Detection (HRCD) data for land use adaptive management of Critical Areas and/or Priority Habitats and Species through a jurisdiction's Critical Areas Ordinance, Shoreline Master Program, and/or Comprehensive Plan.
- Solicit information from local entities regarding critical habitat protection measures and Land Use/Land Cover (LULC) existing data gaps. Assess data needs of local entities for monitoring LULC of Fish and Wildlife Habitat Conservation Areas.
- Synthesize findings of pilot project in a final report.
- Maintain records of agency interactions with stakeholders; lead efforts to establish formal agreements if required.

**QUALIFICATIONS:**

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

Three (3) years of professional experience in fish management or fish research, wildlife management or wildlife research, or habitat management or habitat research.

OR

A Master's degree in the applicable science will substitute one year of the required experience. A Ph.D. in the applicable science may be substituted for two years of the required experience.

OR

Two years as a Fish & Wildlife Biologist 2.

General knowledge of:

- And ability to explain the High Resolution Change Detection program.
- The Growth Management Act (36.70A RCW) and Shoreline Management Act (90.58 RCW), particularly as they relate to fish and wildlife resources.
- Landscape assessments utilizing geographic information systems to prioritize habitat protection and restoration.
- The Priority Habitats and Species Program and existing organizational structures to plan and implement salmon recovery and watershed planning in Puget Sound.

A valid Washington or other State Driver's License

**Preferred/Desired Education, Training, Skills and Abilities/Competencies:**

A Master's degree in the applicable science will substitute one year of the required experience. A Ph.D. in the applicable science may be substituted for two years of the required experience.

Knowledge of: environmental regulations; land management and development; soil conservation; lake and stream management; principles and procedures of wildlife, fish and habitat management; methods of biological data collection, interpretation and presentation; statistical and research theory and techniques; experimental design; planning principles, techniques, current trends, environmental laws, policies and programs concerning all phases of State resource development; governmental administrative structure at local and State levels.

The successful candidate must be willing and able to:

- Use Microsoft Office 2010 products especially WORD and EXCEL;
- Use ESRI ArcGIS. Working knowledge of the use and application of Priority Habitats and Species

databases is desirable.

- Define research problems and determine extent and type of information needed; initiate plan and design independent experimental research;
- Implement results of research findings; plan, organize and supervise the work of others;
- Develop new techniques and programs in resource management;
- Analyze environmental information to apply solutions, guidelines, and policy to field problems; develop methods of data collection and interpret data;
- Speak and write effectively;
- Accept responsibility for major program activities;
- Interpret and apply agency policy;
- Develop long-range work plans, think conceptually, observe and interpret trends, analyze data, identify key relationships, draw logical conclusions, and maintain effective working relationships with governmental officials, address large groups and manage major program activities.

Key Competencies -- the best qualified applicants will demonstrate abilities in the following areas:

- **Communications Effectiveness.** Conveys clear, timely, persuasive messages that positively influence the thoughts and actions of others. Listens well to others and accurately conveys their ideas between groups and interested parties. Clearly and effectively communicates with individuals and groups within and outside of the organization. Recognize and responds to the various needs of local jurisdictions, citizen and environmental groups, and individuals with whom this person communicates. Writes appropriately for the audience and situation and is able to provide effective verbal presentations in both formal and informal situations. Effectively clarifies his/her message when asked to do so. Keeps supervisor and Landscapae Spatial Analytics Section Lead informed of need-to-know items. Shares complete and accurate information as needed both within and outside the agency.
- **Written Communication** – Exceptional writing skills are a requirement. Writing letters, memos, or summaries to document procedures, decisions, or actions by the agency. Document external agency interactions, and development of use-case scenarios and workflows. Writing (letters, memos and email) should be organized, clear and concise, use principles of "plain talk", and be effective, yet tactful. Writing should be professionally written with the understanding that they are public records and as such may be read by others than the intended recipient(s).
- **Working with WDFW Management** – This position must ensure to keep management timely apprised of controversial issues in the region, especially politically sensitive matters, and consult with supervisor and management prior to acting on particularly sensitive or controversial matters or representing the Department on such matters so that WDFW management can participate in deciding positions or actions to be taken.

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.**

#### **SUPPLEMENTAL INFORMATION:**

##### **Working Conditions;**

- Work is performed in a busy office environment. Office work includes reading, writing, phone and computer use.
- The normal work hours will be Monday through Friday, 8 AM to 5 PM but must be willing to work long irregular hours with a non-scheduled workweek and travel during certain seasons.
- Must be able to drive a vehicle to conduct field review of project sites, field offices and to agencies throughout the Puget Sound region may be required. These activities can consist of 8 to 10 hour days, for several days in a row.
- Willingness and ability to work extended hours as necessary to complete assignments. May include extended travel and evening or overnight trips.
- Ability to use various technological equipment such as a Smartphone, ArcGIS-equipped laptop, iPad.
- Ability to meet and deal with the general public and Federal, State, tribal, and local officials, work effectively. Effective negotiation with habitat restoration project partners, local government officials, tribal representatives, agriculture, forest, and special interest groups.

**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.

## SUPPLEMENTAL INFORMATION

### 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 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)

**Applicants chosen to be interviewed will be required to complete an assignment and return to the interviewer prior to their scheduled interview. The assignment and instructions will be provided to you at the time your interview is scheduled.**

***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.

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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 3 \*01933H 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 with monitoring/adaptive management, especially as it relates to land use.
- \* 4. Please describe your experience working with land use planners on regulatory and non-regulatory efforts.
- \* 5. What is your philosophy regarding customer service to your clients?

- \* 6. Please describe your experience creating and carrying out a pilot project.
  
- \* 7. Please describe your experience participating in a collaborative effort to develop a complex project that required multi-party involvement.
  
- \* 8. Are you willing and able to work hours outside of the regular 8:00 am – 5:00 pm, Monday – Friday work hours?  
 Yes    No
  
- \* 9. Are you willing and able to travel up to 30% of the time including occasional multiple days, out of state and overnight trips?  
 Yes    No
  
- \* 10. 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
  
- \* 11. 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
  
- \* 12. 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