

State of Washington
Dept. of Fish and Wildlife
invites applications for the position of:

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Working for Washington State

ENVIRONMENTAL SPECIALIST 3 *04120W

SALARY: \$3,293.00 - \$4,322.00 Monthly

OPENING DATE: 04/25/14

CLOSING DATE: 05/18/14 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.

Environmental Specialist 3 (Fulltime; Permanent)

The Department of Fish and Wildlife is recruiting one (1) full time, permanent, Environmental Specialist 3 located in the Wildlife Program, Region 4. The duty station for this position is based out of the La Conner field office and works under the supervision of the District 14 Wildlife Biologist in Whatcom and Skagit Counties.

This position is responsible for upholding WDFW's obligation to resolve property damage and public safety issues associated with wildlife on private lands and public transportation infrastructure. This position will promote responsible wildlife conservation and management while providing sustainable recreational opportunities as appropriate. Essential for the success in this position is an incumbent able to work in a contentious and stressful environment, while striving to maintain excellent professional service and collaboration with the public, tribes, non-profit organizations, and other government entities.

DUTIES:

- Coordinates activities with WDFW Wildlife Program and Enforcement personnel to prevent, reduce or eliminate wildlife damage to commercial crops, livestock, and commercial timber on private lands.
- Develops and maintains collaborative relationships with private landowners, tribes, non-profit organizations and other public agencies to address wildlife conflicts.

- Utilizes existing WDFW programs and funding resources to exclude wildlife and provide compensation for eligible property owners.
- Assists in the development and oversight of lethal removal options to address wildlife conflict and public safety, while providing sustainable public hunting opportunities.
- Works closely with hunt coordinator(s), enforcement, landowners and hunters to implement targeted harvest of problem wildlife.
- Consults with private landowners and other entities to collect data, develop alternatives, and prioritize efforts aimed at resolving wildlife conflicts.
- Collects data and maintains records related to wildlife damage complaints, crop damage losses, highway collisions, lethal and non-lethal strategies implemented, and animals lethally removed.
- Researches and implements innovative/novel non-lethal measures aimed at reducing, minimizing, and/or eliminating wildlife conflict.
- Seeks new funding sources to address wildlife conflicts.

QUALIFICATIONS:

Education: A minimum of a Bachelor's of Science degree involving major study in environmental, physical, or one of the natural sciences, environmental planning or other allied field

***Experience:** a minimum of two years professional level experience in a wildlife management-related field.

Licenses: Valid Washington State Driver's License and First Aid Training

Competencies:

Must demonstrate comprehensive understanding of the principles, practices and methods of environmental or resource management, methods and techniques of field sampling, testing, data gathering, basic research and field investigations; applicable state, federal and local environmental & wildlife regulations and policies; technical report writing methods. Additionally, must have experience that demonstrates thorough working understanding of:

- Wildlife population relationship and ecology;
- Wildlife habitat relationships;
- General agriculture and range management principles;
- Species identification;
- Principles of wildlife harvest management;
- Environmental rules and regulations;
- Wildlife management tools and field techniques;
- Personal computer hardware and software (MS Office products and Adobe);
- Principles of wildlife damage management;
- Familiarity with WDFW hunting regulations.

Must have the ability to: use sound, independent judgment to make decisions on environmental problems associated with wildlife conflict and completing assigned tasks; understand and interpret plans, maps and equipment specifications; prepare clear and concise written reports and make oral presentations; analyze and prepare plans and reports; understand and communicate complex environmental and wildlife regulations and statutes; communicate effectively with agency staff, other agencies, industry and the general public.

Additionally must be effective in:

- Developing effective objectives, timelines, and action plans.
- Communicating clearly in writing and orally.
- Negotiating effectively, appropriately and respectfully, representing WDFW with the intentions of a good faith partner

Preferred experience includes at least one year working with elk and carnivore conflict and background in hunting and/or trapping.

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 will primarily be conducted in the field (i.e. private lands in agricultural production and private industrial timberlands) with occasional office time. Regular scheduled work day for this position is 8 am to 5 pm (Monday through Friday); however, seasonally, the nature of the work is "on-call" and often includes long and irregular hours to include evenings and weekends as determined by business needs and emergent issues. This requires balancing and adjusting workload and schedule in coordination with the District Wildlife Biologist. Equipment and tools used in the field include: 4-wheel drive vehicles, all-terrain vehicles, radios and other mobile communication devices, laptop computers, digital cameras, spotting scopes/binoculars, global positioning systems, radio telemetry, motion activated cameras, tools associated with fencing, traps, guns, snares, pyrotechnics, and radio telemetry. Must possess proficiency with standard office and computer equipment and software in the office environment.

Candidates must possess the:

- Ability to work in inclement weather over difficult terrain, including slippery rocks, steep banks, and sticky mud.
- Ability to walk, bend, stoop, while at times carrying up to 40 pounds.
- Ability to load and transport equipment and gear.
- Ability to use critical thinking in collecting, recording, compiling, and summarizing data.
- Ability to follow oral and written directions.
- Ability to work independently and as a team member
- Ability to visually discriminate when identifying and distinguishing biological and physical features.
- Willingness and ability to perform routine and repetitive work.
- Willingness to accept supervision.
- Willingness and ability to perform in a punctual and dependable manner.
- Willingness to perform in a safe and efficient manner.
- Ability to complete required administrative paperwork in an accurate and timely manner.

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.

ENVIRONMENTAL SPECIALIST 3 *04120W Supplemental Questionnaire

- * 1. What best describes your level of education you have successfully completed:

- High school diploma or GED
 - Associate degree
 - Bachelor's degree
 - I am currently attending college.
 - None of the above
- * 2. If you hold a degree or are attending college, please list your major, graduation date or anticipated graduation date. If you do not have a degree or are not attending college, please indicate by placing N/A.
- * 3. Please describe your experience working with private landowners to prevent, reduce and/or control elk and/or deer damage on commercial crops.
- * 4. Please describe your experience responding to and investigating timber damage reportedly caused bears.
- * 5. Please describe your experience working with private landowners to prevent and/or control damage using non-lethal options. If non-lethal options have failed, please describe your experience with respect to lethal removal; including methods and your role.
- * 6. Please describe your experience working in situations where you are required to represent a public agency or private group and are confronted by angry property owners. Please provide the outcome of the situation you describe.
- * 7. Have you been convicted of a misdemeanor or felony within the last (10) years?
(Answering yes will not automatically bar you from employment)
- Yes No
- * 8. Do you possess 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
- * 9. 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