

**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 4 *04189H

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

OPENING DATE: 04/28/14

CLOSING DATE: 05/07/14 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 WDFW is recruiting to fill one full time permanent Fish & Wildlife Biologist 4 position located in the Habitat Program. This position is a senior level Fish & Wildlife Biologist who is responsible for developing and implementing a fish barrier inventory program that will advance and foster partnerships and provides technical assistance on fish passage projects to restore and enhance fish populations in Western Washington. The duty station for this position is the Natural Resources Building in Olympia, Thurston County.

The incumbent serves as a member of the Fish Passage Team who serves as a Department expert regarding fish passage inventory protocols, fish passage correction techniques, and overall management of the fish passage inventory program. This position leads the barrier inventory activities for the Section. The position will supervise staff as well as focus on developing and implementing internal and external trainings on fish passage and fish screening inventories, work closely with outside entities collecting barrier inventory data, and fosters partnerships through technical assistance on fish passage activities across the State. Additionally, this position will assist scoping biologists and other fish passage staff as needed.

Additionally, this position will be familiar with environmental permitting and engineering requirements related to fish passage activities.

DUTIES:

Develop and implement a high quality statewide fish barrier and screening inventory training program.

Tasks include:

- Work with staff to develop and implement an effective and efficient fish barrier and screening inventory training program to support internal staff, the Fish Barrier Removal Board and external partners conducting inventory.
- Coordinate with external partners conducting barrier inventories to build strong partnerships and assure high quality data collection.
- Work with staff to develop tools to retrieve data from outside sources.

Coordinate with external partners conducting barrier inventories to build strong partnerships and assure high quality data collection.

Tasks include:

- Regularly follow-up and provide technical assistance to external partners to assure high quality data collection. Oversee the QA/QC on inventory data and add information to the central fish passage database. Work closely with the database manager to develop innovative tools and that can assist outside organizations and the public with conducting fish passage projects.
- Work with the outreach coordinator and IT staff to promote the inventory program.
- Coordinates with local governments on barrier inventories and understanding their fish passage barrier activities

Independently prioritizes, plans, coordinates and implements all work with in the inventory program.

Tasks include:

- Support and provide guidance to the barrier inventory supervisor and staff. Keep inventory protocols and manuals up to date. Work closely with staff on continuing to collect high quality data by offering refresher courses on protocols. Lead innovative solutions to increase inventory efficiencies
- Supervises, trains, and evaluates work performance of subordinate employees;

Pursue opportunities to provide technical assistance to outside entities conducting fish passage activities. This includes local governments and private barriers. Project development and coordination between stakeholders.

Tasks include:

- Assemble biological and physical data to assist in project development. Provide technical assistance regarding fish passage solutions to barrier owners. Works closely with the culvert inventory crews on barrier data and barrier inventory protocols.
- Actively engage partners in project planning including local governments, tribes, restoration groups, and private landowners. Develop collaborative partnerships through technical assistance, facilitate and compile stakeholder input, evaluate concerns, and recommend actions to complete projects.
- Coordinate meetings with appropriate partners, to serve as Department representative at meetings of a wide variety of citizen organizations; delivers presentations and provide high quality information.

QUALIFICATIONS:

A Bachelor's degree involving major study in biological, environmental, physical, or one of the natural science, engineering or allied fields and five years of professional level experience in biology, natural resources, and/or project management.

Additional qualifying experience will substitute, year for year, for education.

OR

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

OR four years of experience as an Environmental Specialist 3 or Biologist 3.

A valid Washington or other State Driver's License

The best qualified applicants will have experience and training that demonstrate knowledge, skills, and abilities in the following areas:

- Exceptional communication skills are necessary to interact and communicate with coworkers, engineers, contractors, landowners, government officials, and non-profit organizations
- Must have good oral and written communication skills – conveys clear, timely, persuasive messages that positively influence the thoughts and actions of others.
- Clearly and effectively communicates with individuals and groups within and outside of the organization
- Responsive to the various styles and needs of the individuals/groups with whom he/she is communicating and providing training courses.
- Experience developing and implementing a training program
- A comprehensive understanding of juveniles fish passage mechanisms and capabilities of native fish to overcome potential obstacles in upstream and downstream movement, specifically:
 - Understanding of juvenile fish passage requirements
 - Knowledge of life history for all species of salmonids and other WA fish species
 - Habitat requirements of salmonids
- Project Management experience
- Experience collecting biological data in an aquatic environment
- In-stream monitoring principals
- Knowledge of applicable state, federal, and local environmental regulations and policies.

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.**

Competencies:

- Must be able to work independently with minimal supervision.
- Ability to manage multiple work assignments.
- Conflict resolution skills.
- Ability to work within an interdisciplinary team.
- Must be physically able to walk streams and rugged terrain in remote areas, often carrying heavy loads and in inclement weather.
- Self-motivated.
- Creative.
- Must conduct self in a professional manner.
- Must be able to manage multiple tasks and projects (multi-task).
- Be accessible, timely, and responsive to internal and external entities.
- Maintain active communication with supervisor and colleagues.
- Seek and act on opportunities to improve, streamline, and re-invent work processes.
- Seek and assume additional responsibilities, as appropriate
- Resourcefulness in Problem Solving – uses intelligence, common sense, hard work and tenacity to solve particularly difficult or complicated challenges.
- Uses rigorous logic and methods to solve difficult problems with effective solutions.
- Leadership skills.
- Ability to identify critical or emerging issues and to recommend preventative corrective measures.

SUPPLEMENTAL INFORMATION:

Working Conditions

Typical hours are 8:00 am to 5:00 pm. Primarily an office position but does have a field component that requires the individual to work in the field and some overnight travel. Occasional overnight travel is required. Additionally, this is a statewide position and therefore, there may be significant drive time with this position to attend meetings and conduct trainings to various groups.

Field work can vary from 10% to 80% depending upon season and requires working outdoors during inclement weather, walking over rough terrain (typically less than a mile but occasionally over long distances of several miles) while carrying a light load. Field work may involve wading in moving water while operating a backpack electro-shocker and/or operation of a boat in riverine or lake environments.

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 *04189H 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. Please describe what strategies do you use to build and maintain successful working relationships with colleagues and partners.
- * 3. Please describe experience working with non-profit organizations, local governments, and tribes.
- * 4. Are you willing and able travel and work during the week and occasionally work evenings and weekends?
 - Yes No
- * 5. 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?
 - Yes No

- * 6. Please describe your experience collecting biological data in an aquatic environment.

- * 7. Please describe your experience conducting a training program and what methods you found to be effective when conducting high quality trainings.

- * 8. Please describe your experience supervising staff.

- * 9. 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

- * 10. Have you been convicted of a misdemeanor or felony within the past ten (10) years? (Conviction of a misdemeanor or felony does not necessarily bar you from employment.)
 Yes No

- * 11. 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