

State of Washington
Dept. of Fish and Wildlife
invites applications for the position of:
NATURAL RESOURCE SPECIALIST 2
***O3583W**

careers.wa.gov
Working for Washington State

SALARY: \$3,213.00 - \$4,214.00 Monthly

OPENING DATE: 04/16/14

CLOSING DATE: 04/30/14 11:59 PM

DESCRIPTION:



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.

Natural Resource Specialist 2
(Full-time; Permanent)

The Department of Fish and Wildlife is recruiting to fill one full time permanent Natural Resource Specialist 2 position located in the Wildlife Program, Region 5. The duty station is in Vancouver, Clark County.

This position serves as the Assistant Wildlife Area Manager for the Mt. St. Helens / Shillapoo Wildlife Area Complex. This complex is comprised of over 10,000 acres of WDFW owned and managed lands spread across four counties (Clark, Cowlitz, Skamania, and Wahkiakum). The Assistant Manager assists the Wildlife Area Manager in providing oversight, management, and direction for the Mt. St. Helens / Shillapoo Wildlife Area Complex and implements Wildlife Program goals, objectives, and assignments.

DUTIES:

Primary duties include the following:

- Development and implementation of the Shillapoo and Mt. St. Helens Wildlife Area Management Plans;
- Implement Wildlife Area plan activities including habitat enhancement, maintenance, and recreation management. Assesses, designs, and implements habitat, species, and recreation projects on Wildlife Area complex;

- Performs enhancement and maintenance activities (habitat, species, or recreational), including operation of heavy farm and construction equipment and directing the work of temporary employees and contractors;
- Conducts ground and aerial wildlife and habitat surveys to monitor habitat, wildlife, and recreation;
- Plans projects to maintain/improve habitat, species and/or recreation, making decisions based on Wildlife Area Plan goals, and project objectives;
- Provides recommendations for capital improvement projects for Wildlife Area; development and management of the operating budget;
- Plans and performs wildlife habitat improvement and maintenance projects through vegetation management;
- Manages noxious weeds on the Shillapoo and Mt. St. Helens Wildlife Areas;
- Facilitates, manages, and monitors public use and maintains capital facilities/infrastructure such as roads and parking areas, signs, water control structures, and equipment (including buildings, grounds, irrigation systems, public use facilities, farm equipment, vehicles, ATVs, and other tools);
- Monitors agreements on behalf of the state with private and governmental agencies on issues of land use and habitat management;
- Develops, reviews, and comments on project proposals involving habitat, recreational, or other land uses;
- Advises and works as liaison with non-governmental organizations and public; assisting as internal and external liaison for the Wildlife Areas;
- Analyzes and ensures safety of facilities on Wildlife Areas.

QUALIFICATIONS:

A Bachelor's degree in wildlife management, wildlife biology, wildlife ecology, forestry, agriculture, natural resource science, environmental science, soil science, range ecology, or closely allied field; AND two years of professional level experience in wildlife or habitat management.

OR

Two years of professional experience as a Natural Resource Specialist 1 (which requires a Bachelor's degree involving major study in forestry, agriculture, aqua culture, business, engineering, geology, forestry or a related natural science and one year of related professional experience).

A Master's degree or Ph.D. in wildlife management, wildlife biology, wildlife ecology, natural resource science, environmental science, soil science, range ecology, or closely allied field will substitute for one year of the required experience.

Preferred Experience:

- A strong working knowledge and experience working with management and manipulation of wetland plant communities (moist soil management) is highly desirable.
- Previous experience identifying waterfowl and shorebirds.
- Background in the use of agricultural practices and equipment is highly desirable.
- Experience with biological data collection is highly desired.
- Experience in identifying Western Washington native plant species is highly desirable.
- Pesticide application license.
- Noxious weed control plan development and implementation.
- CDL may be required in the future.
- Land management and farming practices.

REQUIRED

Valid Washington State, or other state, driver's license is required.

Competencies

Well qualified applicants will demonstrate competencies in the following areas:

- Management plan development and implementation;
- Fish and wildlife habitat relationships and management requirements
- Habitat enhancement and management activities;
- Wildlife habitat maintenance activities, such as mowing, planting, seeding, fertilizer and herbicide application;
- Operation and maintenance of motor vehicles, tractors and farm implements, construction equipment,

- ATV's, boats, and herbicide application equipment;
- Identify wildlife and plant species; experience in identifying waterfowl and shorebirds in the field;
- Wildlife and habitat survey techniques;
- Computer software and hardware to include MS Office, mapping programs such as ArcGIS preferred, and hand-held GPS equipment;
- Safety procedures;
- Coordinate and organize activities and manage multiple projects;
- Communicate effectively in writing and orally.

SUPPLEMENTAL INFORMATION:

UNION

This position is covered by a collective bargaining agreement between the State of Washington, Department of Fish & Wildlife, and the Washington Federation of State Employees (WFSE), which contains a "union security" provision. This means that, as a condition of employment, you must either join the union and pay union dues, or pay the union a representation or other fee within 30 days of the date you are put into pay status.

Working Conditions

The successful candidate must be willing and able to:

- Work in all weather conditions, including extreme heat or snow, and over difficult terrain including slippery rocks, steep banks, and mud up to 80% of the time.
- Work hours outside of the regular 8:00 am – 5:00 pm, Monday – Friday work hours including evenings and weekends.
- Walk, bend, and stoop while at times carrying over 50 pounds.
- Load and transport equipment and gear weighing over 50 pounds over uneven terrain.
- Travel up to 10% of the time including occasional overnight trips.
- Safely operate motor vehicles, sometimes with trailers, tractors and implements, construction equipment, farm machinery, shop equipment, a variety of hand and power tools, and ATV's.
- Visually discriminate when identifying and distinguishing biological and physical features.
- Perform work in a safe and efficient manner.
- Use critical thinking in collecting, recording, compiling, and summarizing data.

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.

NATURAL RESOURCE SPECIALIST 2 *03583W Supplemental Questionnaire

- * 1. What best describes your level of education you have successfully completed:
 - ☐ Associate degree
 - ☐ Bachelor's degree
 - ☐ Master Degree
 - ☐ PhD
 - ☐ None of the above
- * 2. What is your major area of study? If multiple degrees, please list each degree and major.
- * 3. What best describes your professional level experience in wildlife or habitat management? 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.
 - ☐ I have less than 12 months of experience
 - ☐ I have 12 – 23 months of experience
 - ☐ I have 24 – 35 months of experience
 - ☐ I have 36 – 47 months of experience
 - ☐ I have 48 or more months of experience
 - ☐ None of the above
- * 4. Please briefly (1 paragraph) describe your experience in developing and implementing natural resource and land management plans. Include the amount of experience and where you obtained this experience.
- * 5. Please briefly describe your experience in conducting habitat and wildlife surveys. Include the amount of experience and where you obtained the experience.
- 6. Please briefly describe your experience in planning and conducting weed control activities. Include the amount of experience and where you obtained the experience.
- * 7. Please briefly describe your experience in managing budgets. Include experience purchasing goods and services, soliciting bids and submitting purchasing documents. Include the amount of experience, the size of the budget, and where you obtained the experience.
- * 8. Please briefly describe your experience in fish and wildlife habitat maintenance activities. Include the amount of experience and where you obtained the experience.
- * 9. Please describe your experience in operating heavy equipment, pickup trucks, tractors, construction equipment, ATV's, and pulling and maneuvering small trailers. List the type and size of equipment, the amount of experience you have, and how the equipment was used.
- * 10. Do you have experience operating a flail mower? If yes, please list the type, size, and the manner in which the mower was used.

- * 11. Please describe your experience maintaining vehicles, tools and equipment. List the type and how you obtained your experience.
- * 12. 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
- * 13. Are you willing and able to load and transport equipment and gear weighing over 50 pounds over uneven terrain?
☐ Yes ☐ No
- * 14. Are you willing and able to work non-scheduled hours including evenings and weekends?
☐ Yes ☐ No
- * 15. Are you willing and able to walk, bend, squat, twist, stoop, and reach arms over head often on uneven terrain while at times carrying or operating heavy equipment or tools?
☐ Yes ☐ No
- * 16. Are you willing and able to travel up to 10% of the time?
☐ Yes ☐ No
- * 17. What best describes your level of proficiency using a personal computer?
☐ Beginner
☐ Intermediate
☐ Advanced
☐ I am not proficient in the use of a PC
- * 18. Do you have a Commercial Driver's License (CDL)?
☐ Yes ☐ No
- * 19. 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
- * 20. 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
- * 21. 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