

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 \*05063H

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

**OPENING DATE:** 05/20/14

**CLOSING DATE:** 06/05/14 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) protects, conserves, and restores the State's native fish and wildlife populations and their habitats. These properly managed resources provide sustainable fishing, hunting, wildlife viewing and other outdoor experiences for millions of residents and visitors. WDFW's employees are diverse, interdisciplinary, and enjoy the challenges and satisfaction of working in perhaps the Nation's most beautiful state. Biologists, scientists, enforcement officers, spatial analysts, land stewards, administrators, lab and computer 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 create and enforce the 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 4 (Permanent)

The Washington Department of Fish and Wildlife is recruiting to fill one full time, permanent, Fish & Wildlife Biologist 4 position located in the Habitat Program. The duty station for this position is the Natural Resources Building in Olympia, Thurston County.

This position is a senior fish and wildlife biologist independently responsible for conducting and evaluating detailed biological scoping assessments on Washington State Department of Fish & Wildlife (WDFW) lands (e.g., Wildlife Areas, Access Areas, and Hatcheries), private lands, local jurisdictions, and Washington State Department of Transportation (WSDOT) highways. The position works closely with engineers in evaluating project designs and works with interagency interdisciplinary teams to ensure fish, wildlife and habitat resources are considered.

This position is able to respond to highly complex inquiries and provides scientific and technical assistance to other professional staff. This senior-level specialist can contribute to teaching, training, and mentoring junior

staff, and may testify at legal or public hearings, and serve as an expert in one or more subject areas. This position may facilitate, coordinate, or manage complex projects. Additionally, this position will be familiar with environmental permitting and engineering requirements related to fish passage activities.

**DUTIES:**

Conduct detailed assessment work during pre-project scoping of WDFW and WSDOT fish passage barriers and recommends high priority projects for fish passage barrier correction, screening, and habitat restoration and enhancement.

**Tasks include:**

- Reviews inventory data to ensure accuracy, works with scoping engineers to ensure all appropriate correction options are considered during project scoping and evaluates potential design options relative to project goals, legal obligations, resource benefits and cost. Conducts site visits to evaluate projects and collect necessary data
- Inspects fishways on occasion, conducts compliance on completed projects, assist with inventory training, and keeps database updated when new information is collected.
- Assists supervisor with developing capital budget requests. Implements WDFW projects when funded including leading cross-program coordination, permitting, and working closely with engineers.
- Working with regional biologists and project-related entities, leading an assigned project's environmental permitting process regarding the States Hydraulic Project Approval.

Provide Fish Passage Technical Assistance - respond to requests from agency staff and others regarding the fish passage requirements of the various life stages of indigenous fish.

**Tasks include:**

- Provides technical information on species biology, life history and habitat requirements, and the appropriate and applicable fish passage restoration techniques given the site conditions and the species and life history stages present. Provides project management assistance including budget development, grant application development, cost accounting, permitting, design, construction methods and management, and post-project evaluation.

Work closely with various department programs/divisions and with Tribes, other state and federal agencies, counties, cities, RFEG's, Lead Entities, and others to assist in fish passage and habitat restoration project planning.

**Tasks include:**

- Generate follow-up correspondences to entities and keep records of technical or planning input on projects.

Maintain technical proficiency in fish passage science and ecology, evaluation technique, and general native fish ecology and management.

**Tasks include:**

- Special assignments, attend conferences or professional meetings, job-related coursework
- Serve as agency representative in various forums

**QUALIFICATIONS:**

4-year degree in fisheries, aquatic ecology, river and nearshore ecology, or a closely aligned field is desirable.

Must have 5 years of experience as a professional fish biologist including 3 years of experience with fish passage or habitat restoration related work.

Must be physically able to walk streams and rugged terrain in remote areas, often carrying heavy loads and in inclement weather.

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 in the following areas:

### Experience

- Salmonid life history
- Habitat enhancement/restoration techniques for salmonids.
- Habitat requirements of salmonids.
- River/floodplain habitat or fish passage project construction methods.
- Federal, state and local project environmental permit requirements.
- Familiarity with fish passage and screening assessment protocols.
- Aquatic habitat assessment methods and experience collecting biological data
- Project management experience or are familiar with project management technique

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

- Ability to work with minimal supervision and is self-motivated and organized.
- Verbal and written communications skills with good interpersonal skills
- Ability to train and mentor others.
- Ability to manage multiple work assignments, demonstrated ability to meet deadlines.
- Ability to work within an interdisciplinary team and good conflict resolution skills.

### SUPPLEMENTAL INFORMATION:

#### Working Conditions

Typical hours are 8:00 am to 5:00 pm. The position does have a field component that requires the individual to work in the field and some occasional overnight travel. 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 50% 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](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 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](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, 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 \*05063H 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. Describe your experience collecting biological data in an aquatic environment?
  - Yes     No
- \* 7. 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
- \* 8. 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
- \* 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