

State of Washington
 Dept. of Fish and Wildlife
 invites applications for the position of:
NATURAL RESOURCE SPECIALIST 2
***O8895WR**

careers.wa.gov
 Working for Washington State

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

OPENING DATE: 11/05/14

CLOSING DATE: 11/23/14 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.

Natural Resource Specialist 2
(Permanent; Full-time)

The Washington Department of Fish and Wildlife is recruiting to fill one full time, permanent Natural Resource Specialist 2 position located in the Wildlife Program, Region 3, Oak Creek Wildlife Area. The duty station is 16601 US Highway 12, Naches, Yakima County.

This position serves as the Forester for the Oak Creek Wildlife Area. Under the supervision of the Oak Creek Wildlife Area Manager, this position supports the Department's mission and goals by implementing sound ecological forest management within the constraints of policy, applicable legal requirements, and applicable collective bargaining agreements.

The Oak Creek Wildlife Area Forester is responsible for forestland planning, timber sale preparation and administration, forest stand establishment and road maintenance on the Oak Creek Wildlife Area in Yakima and Kittitas Counties. General duties include: Ensure and maintain good communications between other programs (Habitat, Fish, and Enforcement). Meet with special interest groups, neighbors, and state and local agencies to gather and provide information related to the wildlife areas forest restoration projects. Maintain a

safe working environment.

DUTIES:

- Develop and maintain a five-year timber sales action and development plan for the Oak Creek Wildlife Area in coordination with the Oak Creek Wildlife Area Manager. Assign and perform the following activities: locate harvest units, boundaries, harvest road access, design roads, plan harvest systems, environmental prescriptions, (RMZ, leave trees, wetland considerations, wildlife mitigation, etc.), complete required paper work (FPA, HPA, SEPA Checklist, EIS, etc.), prepare contract in cooperation with region staff, etc. Incorporates complex sets of environmental, social/political, and operations issues into sale designs.
- Ensures this plans fall within departmental policy and standards. Schedule and implement this plan. Develop specific contractual prescriptions to implement the plan. While developing these contractual prescriptions, work with a wide range of individuals to ensure accomplishment of the planned activity. They may include Department of Natural Resources staff, interest groups, industry, individuals, and other agency personnel.
- Assign, supervise, and/or administer department contracts within the unit. These can be timber sales, forestland management, road construction, road repair, and road maintenance. Responsible for the proper performance of all timber sale contracts within the unit.
- Working in conjunction with the Oak Creek Wildlife Area Manager and other regional staff develop and implement the following silvicultural activities on the wildlife area: Reforestation, vegetative management, pre-commercial thinning, and prescribed fire. Ensure that all silvicultural actions including prescriptions and activities achieve agency and wildlife area plan goals. Ensure pre-commercial thinning are appropriately scheduled, implemented and administered. Ensure accurate forestland management survey/inventory data is input in the appropriate tracking system, such as GIS. Coordinate with the departments prescribed fire staff to develop and implement landscape and stand level prescribed fire to achieve forest restoration goals.
- Develop and submit grants through various funding sources (RCO, DNR, USFS, etc.) to implement forest restoration work.
- Develop a forest management plan for the Oak Creek Wildlife Area, to be incorporated into the Oak Creek Wildlife Area Management Plan. Plan will be updated as needed. Maintain up to date computerized tracking system for all current and past forest management activities.
- Participate in the Tapash Sustainable Forest Collaborative. Conduct cross program meetings as scheduled and attend other required meetings and trainings at the district or region level.
- Assist with other duties on the wildlife area as time allows. Including: winter feeding of wildlife, fence maintenance, land management, habitat restoration, etc.

QUALIFICATIONS:

- Knowledge of forest management objectives and timber management planning;
- Working knowledge of Forest Practices rules and other forestry laws and practices;
- Understanding of current forest management plans, Habitat Conservation Plan, and associated agency policies, procedures, and rules;
- Experience with logging and forest road construction equipment and use;
- Ability to inspect, instruct, and work with contract crews to ensure silvicultural prescriptions are met;
- Ability to navigate using maps, aerial photos, compass, orthos, clinometer, radio, laser rangefinder, and chain;
- Ability to traverse unit boundaries and accurately create a map;
- Proficient computer skills such as MS Word, MS Excel, ARC-GIS ARC-View, with aptitude for learning new software programs.

This level of knowledge and skill is **typically** achieved after:

A Bachelor's degree in forestry which includes coursework in silviculture and mensuration, and
Two years of professional forestry experience, and
One year of supervising two or more natural resource staff.

OR

An AA degree in forestry or a related field, and
Five years of professional forestry experience, and
One year of supervising two or more natural resource staff

Behavioral competencies:

Creative and innovative thinking.

Communication effectiveness.

Organizational and political awareness.

Adaptability and flexibility.

Accountability.

Leadership.

Ethics and integrity.

PREFERRED:

- Experience in young stand establishment and maintenance practices and treatments.
- Experience with the timber sales process and contract administration.
- Demonstrated ability to work independently and as part of a team to develop and achieve department and project goals.
- Experience with prescribed burning planning, preparation and implementation.
- Demonstrated ability to present proposed projects to public user groups in a public meeting venue.
- Possess good listening and speaking skills, with the goal of positive interactions with neighboring landowners.
- Demonstrated ability to exercise high caliber skills in written communication.

Key Competencies: The qualified applicant will demonstrate knowledge & abilities in the following areas:

- Knowledge of health and safety policies, procedures and standards.
- Ability to communicate effectively verbally and in writing.
- Ability to de-escalate confrontational situations.
- Ability to meet productivity standards, deadlines and work schedules.
- Knowledge of vehicles and equipment maintenance and repair.
- Ability to work independently maintaining a high quality of work.
- Basic computer skills.
- Ability to safely operate vehicles, ATVs, trucks, tractors and a variety of power tools and equipment.
- Ability to lift and carry up to 50 pounds.

Special Requirements/Conditions of Employment

- Washington State Driver's License
- First Aid (training provided)
- ATV certification (training provided)
- Firefighter Type II certification (training provided)
- Public Operator Herbicide Applicators License (training provided)

SUPPLEMENTAL INFORMATION:

Working Conditions

Position is located at the Oak Creek Wildlife Area Headquarters in Naches. Position is a combination of office and field work. Incumbent must be willing to work alone and traverse steep, uneven terrain in all weather conditions. The employee is expected to spend their time working in the field under sometimes difficult conditions. Weather conditions can vary from freezing to over 100 degrees F, and terrain is steep and rocky. Other hazards include poisonous reptiles, insects and plants. Employees must be capable of lifting and carrying up to 50 pounds over steep, rugged terrain in hot or cold weather to conduct maintenance, weed control and habitat enhancement work.

Position requires the ability to drive a vehicle on primitive roads during all weather conditions in 4 wheel drive trucks and ATV's. Incumbent utilizes agency radio equipment and/or cell phone for communication in the field. Office duties require use of standard office furniture and equipment (e.g. desks, files, cabinets, computers, telephones, fax machines, copy machines, etc). Field duties require frequent use of GPS, topographic maps, aerial photos, compass, clinometer and chain. Field duties also require use of hand and motor-driven cutting equipment such as axes, saws and chainsaws.

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 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)

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, 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.

NATURAL RESOURCE SPECIALIST 2 *08895WR Supplemental Questionnaire

- * 1. What best describes your level of education:
 - Associates degree
 - Bachelor's degree
 - Master's degree or higher
 - 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 administering timber sales. Include details on: volume, acres, contract preparation, and contractor oversight.
- * 4. Please describe your experience developing and implementing projects to improve habitat quality and forest health.
- * 5. Please describe your experience developing and implementing projects to address wildfire risks.
- * 6. Please describe the range of forest types and conditions in which you have developed and implemented projects.

- * 7. Please describe your experience working with stakeholders groups including government agencies and private interest groups.

- * 8. What is your level of experience with Arc-GIS?
 - I do not have this type of experience.
 - I have less than 12 months of experience.
 - I have 13 to 23 months of experience.
 - I have 24 to 36 months of experience.
 - I have 36 or more months of experience.

- * 9. Are you willing and able to perform work requiring you to push, pull, and lift up to 50 pounds?
 - Yes No

- * 10. Are you willing and able to work hours outside of the regular 8:00 am – 5:00 pm, Monday through Friday schedule?
 - Yes No

- * 11. 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

- * 12. Are you willing and able to work non-scheduled hours including evenings and weekends?
 - Yes No

- * 13. 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

- * 14. 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

- * 15. 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