

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

**careers.wa.gov**  
Working for Washington State

## SCIENTIFIC TECHNICIAN 3 \*11326H

**SALARY:** \$2,789.00 - \$3,631.00 Monthly

**OPENING DATE:** 12/01/14

**CLOSING DATE:** 12/21/14 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](http://www.wdfw.wa.gov).

### Scientific Technician 3 (Non-Permanent, Full Time)

The Department of Fish and Wildlife is recruiting to fill two (2) full time, non-permanent, Scientific Technician 3 seasonal field positions located in the Habitat Program. The duty station is in the Natural Resources Building, Olympia, Thurston County.

These seasonal (non-permanent) positions support and supervise field research surveying for stream-associated salamanders in the upper Chehalis River Basin, and surveying off-channel wetlands in the Chehalis River floodplain for both fish (native and nonnative) and amphibians. The sampling is a segment of a Dam Impacts Study that will document what species are present in current riparian areas and floodplain that will be inundated if a dam was constructed and what species of fish and amphibians in off-channel wetlands may be affected by reduced flows downstream from such a dam.

The position duration is approximately 4.5 months with a possible extension pending funding up to 8 months. Anticipated start date February 16 2015, through June 30 2015. The workweek will be Monday through Thursday, 7 AM to approximately 5:00 PM. While the duty station is in Olympia, fieldwork occurs throughout the Chehalis River Basin and employees can expect to spend approximately 100% of their time in the field (4days/week) returning daily to Olympia.

## **DUTIES:**

Primary duties include:

Field survey activities:

- Assist supervising a field crew of 1 to 3 conducting riparian surveys for terrestrial stream-associated salamanders and surveying off-channel wetlands for fish and amphibians
- Drives on logging roads and navigates complex undeveloped road networks.
- Hikes off-trail sometimes through dense vegetation up and down steep slopes and through harvested areas
- Collects data with hand held computers, geographic positioning systems and digital cameras and assists with offloading data in the office.
- Gather, code, classify and enter in to computer applications raw data, whether collected by one's self, other technicians or biologists, or volunteers.
- Using logic, knowledge of the project area, and established quality control methods, evaluate data for completeness, reasonableness, reliability, accuracy, consistency, and comparability with other data.
- Identify questionable data, contacts data collector and edits or updates data as needed.
- Works closely with private landowners while surveying their property

Field preparation:

- Organizes and maintains field equipment.
- Maintains field vehicles weekly

Office tasks:

- Data QA/QC

## **QUALIFICATIONS:**

Graduation from high school or a GED, including one year of high school science or a Bachelor's Degree in Natural Resources or Environmental Sciences.

**Professional\*:** Four (4) years of experience as a Scientific Technician or Four (4) years of laboratory or field experience as an assistant to a health or safety professional, biologist, chemist, or zoologist

**Licenses:** Valid Washington State or other state Driver's License

**Competencies:** Knowledge, experience, and/or fluency with: principles and procedures of biological research; standard laboratory and field methods; fish, wildlife, and habitat ecology.

**Ability to** Think critically; conduct field surveys; collect, record, and compile data meticulously; perform work in a safe manner; work independently and as part of a team; accept supervision and supervise; follow prescribed protocols and procedures; follow oral and written direction; operate field equipment (e.g. geographic positioning system, digital camera, hand held PDA) to collect data; develop and maintain positive, productive, respectful working relationships with coworkers and collaborators; make independent judgments in the field; perform a variety of outdoor work in inclement weather; tolerance for difficult field conditions including work in recent clear cuts, wetlands and navigate and drive on logging roads.

**Knowledge of:** Microsoft Word, Excel, Windows

### **Preferred/Desired Qualifications:**

Two years of professional experience conducting field research and some experience being a crew lead, preferably in the Pacific Northwest; familiarity with stream systems helpful; knowledge of principles and procedures of biological research; familiarity with the use of handheld PDAs or other devices for collecting data in the field; experience with Microsoft Word and Excel and familiarity with Windows driven computer programs.

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).

**\*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**

The working environment is primarily composed of field work but involves a minimal amount field preparation in the office. The incumbents can anticipate spending 93% of the time in the field. While in the field, hiking off-trail through dense vegetation and up and down steep slopes may be required. Field work requires that

sometime be spent on hands and knees, also bending and walking or crawling through dense understory and woody debris. These positions can be physically demanding and inclement weather should be expected. At study sites employees are expected to work both independently and in teams. The incumbents must be comfortable navigating throughout managed landscapes on foot and in some study sites that have been recently harvested, over downed trees and wood and up streams that may be slippery to reach survey locations. The incumbents must be comfortable navigating and driving on logging roads.

### 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 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](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, 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.

## SCIENTIFIC TECHNICIAN 3 \*11326H Supplemental Questionnaire

- \* 1. What best describes your level of education:
  - ☐ High School or GED
  - ☐ Associate's degree
  - ☐ Bachelor's degree
  - ☐ Master's degree
  - ☐ None of the above
- \* 2. Have you successfully completed college level coursework in biology, wildlife, or zoology? If yes, please provide the course title(s) and whether they included a lab. If no, please enter N/A. Answering No or N/A will not automatically bar you from consideration.
- \* 3. What is your major area of study? If multiple degrees, please list each degree and major.
- \* 4. What best describes your field biology experience? 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
- \* 5. Are you willing and able to work in all weather conditions, including snow and extreme heat, and/or over difficult terrain including slippery rocks, steep banks and mud?
- ☐ Yes    ☐ No
- \* 6. Are you willing and able to perform work requiring you to carry up to 30 pounds?
- ☐ Yes    ☐ No
- \* 7. What best describes your experience with using a GPS receiver? (check all that apply).
- ☐ I have never used a GPS receiver.
  - ☐ I have used a GPS unit to record a geographic position and/or to navigate to a point.
  - ☐ I have used a GPS receiver to collect location data and download it to a computer.
  - ☐ I am an expert in the use of GPS receivers and have trained others in their use.
- \* 8. Please briefly describe your experience conducting field surveys and collecting data. Include the type of survey conducted, the data collected, and where and how you obtained this experience.
- \* 9. Are you willing to travel up to 200 miles each day to survey locations?
- ☐ Yes    ☐ No
- \* 10. Have you ever been convicted of a misdemeanor or felony within the last ten (10) years? (Answering yes will not automatically bar you from employment)
- ☐ Yes    ☐ No
- \* 11. 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
- \* 12. 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