

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 3 * 12086W

SALARY: \$3,631.00 - \$4,770.00 Monthly

OPENING DATE: 12/30/14

CLOSING DATE: 01/25/15 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 3 **(Full time, Permanent)**

The Department of Fish and Wildlife is recruiting to fill one full time, permanent, Fish & Wildlife Biologist 3 position located in the Wildlife Program, Science Division. The duty station for this position is the Natural Resources Building, Olympia, Thurston County.

This position serves as the wildlife data biologist and specialist responsible for biological interpretation, and analysis of game species data. Protocol survey and harvest data, including composition counts, age-structure and standardized pre- and post-harvest season population surveys, trapper and wildlife control officer reports of catch, and statewide projections of numbers of hunters and animals harvested, among other datasets, provide the foundation for harvest and population management goals for game species in Washington state. This position has the primary responsibility to solicit, synthesize, manage, interpret, and analyze biological resource information for game species, as well as conduct quality assurance and quality control. This position also provides data consultation, analysis, and reporting products that support game management plans and annual game status and trend reports. Development and maintenance of quality and accurate data products are key to maintaining population health and management success as well as guiding policy decisions and helping to ensure public confidence in harvest management strategies.

This position reports to an IT Systems/App Spec 6 and interacts with other agency personnel, other government agencies, non-governmental organizations and the general public.

DUTIES:

- Responsible for the stewardship/management of statewide game harvest and population survey data. The position is responsible for independently synthesizing, managing, interpreting and analyzing spatial and tabular data.
- Provides game data consultation, analysis, reports and map products.
- Serves as the department technical expert on game population survey and harvest data products.
- Participates in needs assessments for corporate data and databases.
- Consults and tests the design of new databases, applications, and emerging technologies relevant to the assigned data management area (game species).
- Responsible for development, maintenance, and execution of high-risk corporate data routines.
- Assists with field work as needed to understand key survey protocols for game species in Washington State.

QUALIFICATIONS:

A Bachelor's degree in fisheries, wildlife management, natural resource science, environmental science, or related field

AND

Three years of professional experience in fish management or fish research, wildlife management or wildlife research, or habitat management or habitat research. Twelve semesters or eighteen-quarter hours of specific course work is required for certain positions.

OR

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

OR

Two years as a Fish & Wildlife Biologist 2.

Equivalent education/experience.

A valid Washington State or other state driver's license

Preferred/Desired Education, Training, Skills and Abilities/Competencies:

- Knowledge of principles and procedures of wildlife and habitat management (with emphasis on game species including but not limited to waterfowl, deer, elk, goat, sheep, moose, carnivores, and upland game)
- Comprehensive knowledge of methods for wildlife game population survey and harvest data collection, analysis, interpretation and presentation
- Familiarity with standard biological field methods, survey protocols, and analysis techniques for game data including mark-recapture, distance sampling, sightability-correction modeling, and harvest surveys and estimation
- Understanding of Washington state game species range, distribution, harvest management strategies, and harvest rules, regulations, and seasons
- Comprehensive knowledge of relational database design and data management strategies including conducting needs assessments, normalization, and designing physical data models, queries and views, and reports and dashboards
- Expert level skills in Microsoft Office including database design and data wrangling in Access
- Experience building reports in Microsoft Access, Crystal Reports, or SQL Server reporting services
- Intermediate level ArcGIS for Desktop experience (minimum 2 years dedicated Geographic Information Systems work experience) including practical experience in geodatabase management, geoprocessing, and vector and raster based spatial analysis
- Basic to intermediate skills with Python, SAS, and/or R
- Experience with Amazon Web Services, ArcGIS.com, Salesforce.com, Service Now, or other IaaS, SaaS, or APaaS solutions
- Expert skills in managing hardcopy and electronic records and maintaining effective systems for retrieval

and distribution. Ability to effectively identify, collect, organize and document data and information in ways that make the information most useful for subsequent assessment, analysis, and investigation.

Ability to:

- Independently multi-task and effectively organize and prioritize multiple assignments, sometimes of a complex nature or involving competing priorities, to produce work products that are accurate, thorough, and on time;
- Effectively communicate complex subjects verbally and in writing using language that is appropriate to both the complexity of the topic and the knowledge and understanding of the audience;
- Maintain excellent interpersonal, relationship building and teamwork skills;
- Coordinate and lead work area and process activities;
- Balance quality of work with ability to meet deadlines by making efficient and effective use of available time;
- Accurately read, interpret, and retain information from written material, including technical reports, rules, regulations, manuals, instructions, charts, graphs, and tables;
- Prepare written reports;
- Learn new technologies and stay current with industry standard best practices for data management and game survey techniques and protocols;
- Operate field recording equipment such as Global Position Systems (GPS), Very High Frequency (VHF) and GPS telemetry equipment, and data recorders including Personal Digital Assistants (PDAs), rugged handheld computers, mobile phones, tablets, and ruggedized personal computers;
- Work alone in remote locations and conduct surveys on foot, by vehicle, boat and helicopter.

SUPPLEMENTAL INFORMATION:

Working Conditions:

- Work is performed in a busy office environment. Office work includes reading, writing, phone and computer use.
- Fieldwork can vary from 5% to 10% depending on seasonal and database project needs 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 of up to 40 pounds.
- Standard business hours are Monday – Friday from 8 a.m. to 5 p.m., but the employee is expected to adjust the work schedule to meet business needs to include evening and weekend work.
- Must be able to drive a vehicle to conduct field review of project sites, field offices and to agencies may be required. These activities can consist of 8 to 10 hour days, for several days in a row.
- Health, Safety or Administrative Requirements: Capable of walking over rough terrain for short distances (≤ 1 mile) regularly.
- Willingness: Willingness and ability to work extended hours as necessary to complete assignments. May include extended travel and evening or overnight trips.
- Ability to use various technological equipment such as a Smartphone, Global Positioning System (GPS), ArcGIS-equipped laptop, iPad or other tablet device.
- Ability to meet and deal with the general public and Federal, State, tribal, and local officials, and work effectively. Effective negotiation with project partners, local government officials, tribal representatives, agriculture, forest, and special interest groups.

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.

FISH AND WILDLIFE BIOLOGIST 3 *12086W 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. What is your major area of study? If multiple degrees, please list each degree and major.
- * 3. Select the answer below that best describes your technical knowledge and skill in using Environmental Systems Research Institute (ESRI) Geographic Information Systems (GIS) software to create maps, conduct geospatial analysis and geoprocessing, and design geodatabases?
 - Beginner (little or no experience, but interested and willing to learn)
 - Developing (working knowledge)
 - Skilled (working knowledge, uses software frequently)
 - Expert (exceptional knowledge, recognized as expert user)
- * 4. Select the answer below that best describes your technical knowledge and skill in developing and executing data management, analysis, or reporting and summarization routines using Microsoft Office, SAS, or R?
 - Beginner (little or no experience, but interested and willing to learn)
 - Developing (working knowledge)
 - Skilled (working knowledge, uses software frequently)
 - Expert (exceptional knowledge, recognized as expert user)
- * 5. Select the answer below that best describes your experience with Software as a Service (SaaS) or Application Platform as a Service (APaaS).
 - Beginner (little or no experience, but interested and willing to learn)
 - Developing (working knowledge)
 - Skilled (working knowledge, uses software frequently)
 - Expert (exceptional knowledge, recognized as expert user)
- * 6. Please describe your experience working as a part of a multidisciplinary group. Include any experiences you may have had working to reach consensus on contentious issues where the entire group should agree or accept the results or outcomes.
- * 7. Please describe your experience participating in a collaborative effort to develop a

database, Geographic Information System (GIS), or other system that required multi-party involvement. Parties could include system developers, consultants, clients, stakeholders, subject matter experts (SMEs), end-users, team members, managers, the project sponsor, or other interested parties. What strategies and techniques did you use to ensure the needs of the entire group were met when conceptualizing, designing, developing and implementing the system?

- * 8. Please describe your experience with biological field methods and survey protocols for wildlife data (preferably game species). Please discuss these methods in the context of quality data collection, management, analysis, interpretation, and presentation with emphasis on software, hardware and technical strategies.
- * 9. Please describe your experience performing routine quality assurance and quality control activities on large datasets. How did you ensure data met preexisting data management business rules when collected by a large number of users under a variety of different conditions?
- * 10. Please describe your experience performing data analysis and summarization activities including developing and running reports, dashboards and key performance indicators. How were your results and products used to inform wildlife, natural resource or land management decisions and planning activities such as management plans, status reports or other written documents?
- * 11. Please describe your experience providing technical support and training to users of a data management or Geographic Information System (GIS)?
- * 12. Please describe your experience with Global Positioning Systems (GPS) and data entry forms on mobile devices, data loggers, tablets, and/or mobile phones?
- * 13. Please describe your experience managing multiple, deadline-driven tasks.
- * 14. 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 up to 50% of the time?
 Yes No
- * 15. Are you willing and able to work hours outside of the regular 8:00 am – 5:00 pm, Monday – Friday work hours?
 Yes No
- * 16. Are you willing and able to work non-scheduled hours including evenings and weekends?
 Yes No
- * 17. Are you willing and able to travel up to 10% of the time including occasional multiple days, out of state and overnight trips?

Yes No

- * 18. 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

- * 19. 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

- * 20. 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