

State of Washington
Dept. of Fish and Wildlife
invites applications for the position of:
NATURAL RESOURCE SPECIALIST 2
***12087W**

careers.wa.gov
Working for Washington State

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

OPENING DATE: 01/09/15

CLOSING DATE: 02/01/15 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.

Natural Resource Specialist 2
(Non-Permanent)

The Washington Department of Fish and Wildlife is recruiting to fill three (3) non-permanent (on-call) Natural Resource Specialist 2 positions within the Wildlife Program, Lands Division's Sinlahekin Ecosystem Restoration Project. The duty station may be negotiable with the successful candidate. However official duties are preformed within Okanogan County-Omak. .

This position independently plans, prioritizes, coordinates and implements a prescribed burn program for fire-dependent dry forest ecosystems located on wildlife areas Eastern Washington. This position will serve as a staff assistant in the Prescribed Burn program in Okanogan County and have supervisory responsibility over other professionals and skilled technicians. This position contributes to/supports the mission of WDFW of preserving, protecting and enhancing fish and wildlife and their habitats by restoring fire as a disturbance agent at the appropriate frequency to fire-dependent ecosystems/habitats sustaining and perpetuating the plants and animals dependent thereon.

DUTIES:

- Implements prescribed burns for fire-dependent dry forest ecosystems restoration on wildlife areas in Regions 1, 2, and 3, Eastern Washington, and other Regions as requested.
- Assesses and inventories fuels using knowledge of various fuel types and inventory methodology & protocol.
- Applies National Wildfire Coordinating Group (NWCG) burn plan format and standards in writing burn plans for the purpose of applying prescribed fire as a tool to manage wildlife habitat on Sinlahekin Wildlife Area dry forest and shrub-steppe habitats.
- Supervises prescribed burns qualified at a minimum of NWCG Qualified and Certified Prescribed Burn Boss 2 level.
- Assists with developing working relationships with other fire management organizations, e.g., TNC-FLN, USFS, USF&WS, BLM, BIA, Tribal entities, NPS, WA State Parks & Recreation, WA State Department of Natural Resources, private contractors, and local fire districts.
- Assists with developing work plans for a crew of five (5) or more people including fuel and burn unit preparation, prescribed burn initiation and completion, equipment maintenance, training, and making recommendations for hiring, safety, performance evaluation, and correction.
- Supervises a crew of five (5) or more people; makes recommendations for hiring; trains staff and evaluates and corrects performance; develops individual employee training plans and documents qualifications according to NWCG standards.
- Provides for employee and public safety while implementing assigned projects including prescribed burning.
- Assists with developing and coordinating schedules with other fire management organizations to increase opportunities for individuals to develop a prescribed burn knowledge, skills and abilities as well as work on their prescribed burn fire qualifications.
- Assists in developing policies and procedures for use of prescribed fire on WDFW lands; participates in smoke management planning and implementation; assists in developing IQS fire training record and storage and retrieval system for WDFW.

QUALIFICATIONS:

A Bachelor's degree in natural resource science or related field, AND, three years of Prescribed Burn burning experience in fuel types and typography associated with dry forest of north central Washington; qualified at the NWCG standard of Prescribed Burn Boss 2.

OR,

An Associate's degree in natural resource science or related field, AND five years of Prescribed Burn burning experience in fuel types and typography associated with dry forest of north central Washington; qualified at the NWCG standard of Prescribed Burn Boss 2.

Current or past certification under the NWCG specifications and standards as Prescribed Burn Boss 2. Certification must meet the work capacity test at the moderate level.

Competencies

Well qualified applicants will demonstrate competencies in the following areas:

- Demonstrated ability through experience in successful collaboration with other organizations (e.g., local, state, and federal governments, private, and/or tribal) to coordinate efforts to restore fire to fire dependent wildlife habitats.
- Demonstrated ability through experience to successfully plan, coordinate, and implement multi-organization Prescribed Burns to provide cross-training contemporaneously with fire restoration to fire dependent wildlife habitat.
- Training in ecological monitoring of fire, fire effects, and fire by-products.
- Computer software skills using Microsoft Office (e.g., Word, Excel, and PowerPoint).
- Familiar with and/or training in fuels and fire management software.
- Familiar with and experience in fire weather.
- Knowledge of tools and techniques used to prepare for and implement Prescribed Burns.
- Knowledge of Washington state burn laws, smoke management rules, and smoke management plans at the state and federal level.
- Ability to work effectively with multiple individuals from multiple organizations towards a common goal.
- Ability to write clear and concise reports; develop and present technical information so that individuals and audiences can clearly understand content, concepts, and ideas.
- Ability to communicate clearly and professionally both orally and in writing.

SUPPLEMENTAL INFORMATION:

Working Conditions

The successful candidate must be willing and able to:

- Work in the field in all weather conditions and over difficult terrain and surfaces up to 60% of the time.
- Work in an open office environment up to 40% of the time.
- Work hours outside of the regular 8:00 am – 5:00 pm, Monday – Friday work hours including evenings and weekends.
- Transport equipment and tools weighing up to 40 pounds over uneven terrain.
- Travel up to 20% of the time including occasional overnight trips.
- Safely operate motor vehicles, snowmobiles, and ATV's.

The position(s) are located at the Omak Field Office. The position(s) 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.

The position(s) 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 *12087W 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. What best describes the amount of Rx burning experience qualified at the NCWG standard of RxB2 you possess? 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)
 - ☐ o I have less than 12 months of experience.
 - ☐ o I have 12 to 23 months of experience.
 - ☐ o I have 24 – 35 months of experience.
 - ☐ o I have 36 – 47 months of experience.
 - ☐ o I have 48 or more months of experience.
 - ☐ o I do not possess this type of experience.
- * 4. Do you possess a current or past certification under the NWCG specifications and standards as RxB2 with all supporting position qualifications? Certification must meet the work capacity test at the moderate level.
 - ☐ Yes ☐ No
- * 5. Please briefly describe your experience working in collaboration with other organizations to coordinate efforts to restore fire to fire dependent wildlife habitats. Include the organizations you worked with, the amount of experience you possess, and how you obtained this experience.
- * 6. Please briefly describe your experience planning, coordinating, and implementing multi-organization Rx burns to provide cross-training contemporaneously with fire restoration to fire dependent wildlife habitats.
- * 7. Please briefly describe your training and/or experience in ecological monitoring of fire, fire effects, and fire by-products.
- * 8. Please briefly describe your knowledge of Washington State burn laws, smoke management rules and smoke management plans at the state and federal level.
- * 9. Are you willing and able to perform work in the field up to 60% of the time in all weather conditions and over uneven terrain and surfaces?
 - ☐ Yes ☐ No
- * 10. Are you willing and able to carry up to 50 pounds of equipment on uneven terrain and surfaces?

☐ Yes ☐ No

* 11. What best describes your level of proficiency in the use of ArcGIS.

- ☐ Beginner
- ☐ Intermediate
- ☐ Advanced
- ☐ I am not proficient in the use of ArcGIS

* 12. 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.

* 13. What best describes your experience training staff?

- ☐ I have been a leadworker
- ☐ I have been a supervisor
- ☐ I have been both a leadworker and a supervisor
- ☐ None of the above

* 14. 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

* 15. Are you willing and able to work non-scheduled hours including evenings and weekends?

☐ Yes ☐ No

* 16. 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

* 17. 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

* 18. 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