

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

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

## NATURAL RESOURCE WORKER 2 \*02430W

**SALARY:** \$2,161.00 - \$2,789.00 Monthly

**OPENING DATE:** 04/14/15

**CLOSING DATE:** 04/29/15 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](http://www.wdfw.wa.gov).

### **Natural Resource Worker 2 (Full-time; Non-Permanent)**

The Department of Fish and Wildlife is recruiting one (1) full time, non-permanent, Natural Resource Worker 2 located in the Wildlife Program, Region 3. The duty station is at the Oak Creek Wildlife Area, 16601 US Hwy 12, Naches, WA. The employment period is scheduled for work from May 4, 2015 through July 31, 2015 based on program needs.

The purpose of this position is to assist the Wildlife Area Manager in performing maintenance and habitat activities on the Oak Creek Wildlife Area for 3 months during spring/summer. This position performs semi-skilled natural resource related labor activities; performs technical natural resource management activities under explicit guidance; independently performs natural resource labor.

### **DUTIES:**

The incumbent of this position will assist in providing a safe, clean recreational area for the purpose of general outdoor activities including hunting, fishing, wildlife watching, and camping.

Primary duties include the following:

Participates in vegetation management by planting, fertilizing, and cultivating cover and feed crops; mows and rakes seeds; sprays crops, trees and weeds; plants, prunes, and trims trees and shrubs to provide better habitat; performs other farming tasks; performs technical and manual duties as necessary;

- Noxious weed control;
- Treats noxious weed infestations using herbicides and mechanical methods.
- Tree removal,
- Hand pulling weeds, mowing, gas powered weed removal devices, and spraying of herbicides (under the supervision of licensed applicator).
- Interact with the public and neighboring land owners to answer questions and address concerns or complaints.
- Identify and respond to public safety and health issues and other liability issues on the wildlife area.
- Fence construction and removal, builds and maintains fences; install / remove posts, stretch / or remove wire, build stretch points and patch broken wires, check and maintain boundary fences and elk fence.
- Construct new fences as required. Remove old interior fences as time allows.
- Performs sub-journey work in the construction and repair of buildings and other structures on the wildlife area, clean up litter and monitor public use.
- Assists with cleaning and maintaining campgrounds. Hang signs, clean up trash, spray weeds, and replace fire rings as necessary.
- Operate, maintain and repair vehicles, equipment, and tools.

### **QUALIFICATIONS:**

**Education:** High school diploma or GED.

**AND** three months of natural resource related labor experience.

**OR** One year as a Natural Resource Worker 1.

Valid Washington State, or other state, driver's license is required.

### **Work Experience:**

- Must be able to use ATV and tractor, safely utilize hand and power tools including chainsaw;
- Able to keep a detailed log of herbicide applications;
- Able to keep a daily log of activities.
- General work experience in building and equipment maintenance, construction, or repair work.
- Experience maintaining vehicles and equipment such as pumps, small engines, tractors, etc.
- A Public Operator Pesticide Applicator's license (opportunity to obtain this license may be provided).

### **Competencies**

Well qualified applicants will demonstrate competencies in the following areas:

- Safely operate small and large equipment including trucks, tractors, mini-excavators, and ATV's.
- Conduct fish and wildlife habitat development and maintenance activities including mowing, planting, seeding, and irrigating.
- Effectively and safely operate and perform basic maintenance on farm machinery, ATV's, standard highway vehicles, hand and power tools and equipment.
- Safely use and store hazardous substances (e.g. pesticides).
- Repair barbed wire and elk fences including gates, H-braces and rock jacks.
- Use and maintain vehicles, equipment and tools including: hand tools, chainsaws, drills, welders, grinders, saws, pumps, sprayers, mowers, weed eaters, pickup trucks, pull and maneuver trailers, ATV's, and heavy equipment.
- Ability to work independently and safely in remote locations.
- Effectively monitor and evaluate public use and overall condition; troubleshoot for appropriate service and apply solutions.
- Understand and comply with health and safety policies, procedures, and standards to establish and maintain a safe work environment; report potential hazards, accidents, or critical incidents in a timely manner.
- Model ethical behavior and demonstrating excellent customer service with the public, other departments, and co-workers.
- Follow directions and details of jobs given; work independently and in remote work areas.
- Ability to work independently while maintaining high quality of work.
- Basic computer skills.

- Ability to lead volunteers, crews, and special interest groups.

## SUPPLEMENTAL INFORMATION:

### Working Conditions

The successful candidate must be willing and able to:

- Work hours outside of the regular 7:00 am – 5:00 pm, Monday – Thursday work hours including evenings and weekends. During peak workloads hours may be long and irregular.
- Work in all weather conditions including extreme heat or snow and sometimes over difficult terrain and surfaces up to 90% of the time.;
- Safely handle and dispose of bio-hazardous materials
- Work alone in remote areas;
- Travel between wildlife areas to complete job tasks. Travel may include daily round trips of up to 150 miles.
- Perform routine and repetitive work.
- Will be required to obtain the following:
  - Public Pesticide Operator License;
  - First Aid Training;
  - Defensive Driving Training
- Walk, bend, and stoop, often on uneven terrain while at times carrying up to 60 pounds.
- Load and transport equipment and gear.
- Safely operate motor vehicles, ATV's, hydraulic dump trailers, tractors, chippers, chain saws, irrigation pumps, lawnmowers, backpack weed sprayer, brush cutters, pressure washers, and other specialized equipment and power tools. Transports supplies and equipment using trailers to remote sites.

### 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 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.

## NATURAL RESOURCE WORKER 2 \*02430W Supplemental Questionnaire

- \* 1. What best describes your level of education you have successfully completed:
  - High school diploma or GED
  - Associate degree
  - Bachelor's degree
  - None of the above
- \* 2. Do you have a high school diploma or GED plus three months of natural resource-related

work experience?

Yes  No

- \* 3. Do you have at least one year as a Natural Resource Worker 1?
- \* 4. What best describes your experience as a Natural Resource Worker 1 or 2? 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).
  - I have less than 6 months of experience.
  - I have 6 to 11 months of experience.
  - I have 12 or more months of experience.
  - I do not have this type of experience.
- \* 5. Please briefly describe your experience in construction, and building and equipment maintenance and repair, including fence building and repair.
- \* 6. Please briefly describe your experience operating vehicles including trucks, tractors, hydraulic dump trailers, ATVs, and farm implements and where and how you obtained that experience
- \* 7. Please briefly describe your experience maintaining vehicles and equipment such as pumps, small engines, tractors, etc.
- \* 8. Do you possess a Pesticide Applicator's license or are you willing and able to obtain one?
  - Yes  No
- \* 9. Please briefly describe your experience preparing fields for planting, planting crops, applying herbicides to planted fields.
- \* 10. What best describes your experience identifying native plants and weeds? 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).
  - I have less than 6 months of experience.
  - I have 6 to 11 months of experience.
  - I have 12 or more months of experience.
  - I do not have this type of experience.
- \* 11. Are you willing and able to work in all weather conditions including snow and extreme heat and over difficult terrain and surfaces?
  - Yes  No
- \* 12. Are you willing and able to perform work requiring you to push, pull, and lift up to 50 pounds?
  - Yes  No
- \* 13. Are you willing and able to work hours outside of the regular 8:00 am – 5:00 pm, Monday through Friday schedule?

Yes  No

- \* 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. Have you been convicted of a misdemeanor or felony within the last (10) years?  
(Answering yes will not automatically bar you from employment)

Yes  No

- \* 16. Do you possess 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

- \* 17. 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) Detailed responses to all supplemental questions. 3) Three professional references.

Yes  No

- \* Required Question