King County

Invites Applications for the Position of:

Environmental Scientist III

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King County is committed to equity and diversity in the workplace. In addition, the county is committed to recruiting and maintaining a quality workforce that shares our guiding principles: collaborative, service-oriented, results-focused, accountable, innovative, professional and fair and just.

OPENING DATE/TIME: 04/13/15 12:00 AM (GMT -8:00)

CLOSING DATE/TIME: 04/27/15 04:30 PM (GMT -8:00)

SALARY: $37.86 - $47.99 Hourly

LOCATION: King Street Center - 201 S Jackson St, Seattle

JOB TYPE: Career Service, Full Time, 40 hrs/week

DIVISION: Department of Natural Resources & Parks - Water and Land Resources Division

JOB NUMBER: 2015RL04722

SUMMARY:

WHO MAY APPLY: This position is open to the general public.

FORMS AND MATERIALS TO COMPLETE ONLINE AT:
http://www.kingcounty.gov/audience/employees/careers/jobs.aspx

- Online King County Application
- Attach a Resume and Cover Letter

Failure to submit all required forms and materials may prohibit further consideration.

WORK SCHEDULE: This position is overtime eligible and based on a 40-hour work-week. Work in excess of 10 hours per day may be necessary during construction seasons or during other critical periods. Work may be required in the evenings and on weekends and holidays.

CONTACT: Please contact Reeshema Lewis at Reeshema.Lewis@kingcounty.gov or (206) 263-8413 with questions regarding this announcement.

JOB DESCRIPTION: The position is located within the Science and Technical Support Section of the Water and Land Resources (WLR) Division. The Section carries out applied scientific work and is responsible for providing scientific information to inform environmental policy and resource management decisions to assist King County agencies in the protection of natural resources and overall quality of life for residents. Scientists and technical staff oversee monitoring programs; provide technical support for numerous County capital projects and operating programs; and provide expertise on salmon recovery issues, impacts of land use change, restoration of aquatic and terrestrial habitat, lake and wetland ecology, river and floodplain processes, and marine nearshore, and estuarine processes. Section scientists collaborate with other agencies within King County and throughout the region to collect, analyze, model and interpret information that informs endangered species recovery, land use, habitat management, wastewater treatment, stormwater, and surface water management decisions. For further detail on the Science & Technical Support Section's work, please see: http://www.kingcounty.gov/environment/wlr/sections-programs/science-section.aspx.

The Section seeks a senior fisheries ecologist and project manager with extensive experience developing and implementing fisheries and habitat monitoring projects and programs. The position requires advanced knowledge of fish ecology and biology, stream, river and floodplain ecology, principles and practices of stream, river, and floodplain habitat restoration, and knowledge of region-wide floodplain and salmon recovery goals, programs, and institutional organizations.

The person in this position will carry out a varied work program of both field and office work. The person will serve as project manager for and subject matter expert on fisheries and habitat monitoring projects and assist with salmon recovery enhancement projects (focus on Lake Sammamish kokanee tributaries). The person will develop ecological monitoring programs that evaluate the effectiveness of King County projects and programs; and participate on teams that focus on programs or projects managed by other division sections and King County agencies (e.g., Stormwater Services Section, Rivers Section, Rural and Regional Services Section, Department Director's Office, Wastewater Treatment Division, Roads Division). The person in this position will also participate as a member of interdisciplinary teams, including teams that plan, implement, and evaluate salmon recovery projects and programs identified in regional salmon recovery plans; the person in this position is expected to be the King County technical representative on various external teams such as: the inter-jurisdictional WRIA 8 (Cedar/Lake Washington) Technical Committee, which is the technical group that oversees and evaluates implementation of the WRIA 8 salmon recovery plan, and the Lake Sammamish Kokanee Work Group, an inter-jurisdictional and interdisciplinary group that oversees kokanee recovery and collaborates on recovery projects in the Lake Sammamish basin.

The person in this position will:
• Develop, write, and track scopes, schedules, and budgets for projects, programs, and grants and provide all project management functions. The person will be responsible for preparing interagency agreements and contracts as well as preparing required permits and coordinating permit activities (e.g., sampling and ESA (Endangered Species Act) permits) with appropriate staff and agencies.

• Conduct field work as well as lead habitat and fish monitoring projects, field surveys, and data collection in streams, rivers, lakes, and estuarine environments. The person will be responsible for management of GPS/GIS data sets for habitat, fisheries, macroinvertebrates, and water quality/quantity data. The person will analyze data with statistical software packages and commonly used parametric and nonparametric statistical tests, summarizing and interpreting data for both technical and non-technical reports and presentations.

• Deliver timely applied technical products and reports to internal and external clients, provide technical consultations as requested, conduct peer review of technical work, mentor staff, communicate information to multiple audiences (e.g., public and other agencies), collaborate with inter-disciplinary colleagues in work teams, and coordinate work efforts with local, state, federal, and tribal agencies along with non-profit organizations, land owners, and the public.

Major emphasis is placed on versatility, timely delivery of applied technical products, excellent project management and customer service, and strong collaborations with internal and external clients and colleagues on work teams. The person in this position will have excellent oral and written communications skills capable of expertly conveying technical findings to peers, managers, clients, and elected officials (e.g., the WRIA 8 Salmon Recovery Council and the Lake Sammamish Kokanee Work Group).

JOB DUTIES:

- Planning, leading, and conducting fisheries surveys and habitat assessments (including geomorphic and sediment condition and distribution, and particle size evaluation), in streams, rivers, lakes, and estuarine environments using standard monitoring and habitat assessment techniques.
- Preparing technical scopes of work, statistical approaches and experimental designs, and sampling-and-analysis plans for technical studies, grants, contracts, and proposals.
- Conducting data analysis using commonly used statistical software, methodologies, and statistical tests.
- Preparing technical reports that analyze, summarize, and interpret data for technical audiences.
- Preparing executive summaries and summary reports of technical information for senior managers and the general public.
- Providing reviews of technical studies and consultant reports for county projects and programs.
- Writing, carrying out, and managing grant projects that meet division

priorities. Collaborating with finance staff to produce and track grant budgets and ensuring compliance with grant requirements.
- Developing and managing consultant contracts and governmental agreements to support division projects and programs.
- Leading, evaluating, or participating as senior ecologist on interdisciplinary project teams on salmon recovery programs and projects.
- Serving as project manager for monitoring and assessment projects, ensuring that customer expectations for cost, quality, and timeliness of deliverables are met. Performing all project management duties, including development of project scope, schedules and budgets, preparation of field safety plans if needed, staff oversight, budget tracking, managing equipment, communication, with project team and supervisors regarding project milestones and accomplishments, and perform all required project reporting on schedule.
- Coordinating program and project work with other King County technical staff, decision-makers and management, Tribes, other jurisdictions, and partner agencies. This includes coordinating and leading interdisciplinary and inter-jurisdictional meetings.
- Identifying all local, state, and federal environmental permits needed for project implementation and preparing, submitting, and monitoring permit applications for timely acquisition. This includes developing efficient permit strategies and schedules for projects and negotiating permit conditions and issues with clients and regulatory agencies (e.g., NMFS, WDFW).
- Providing technical reviews, policy analyses, recommendations, technical briefings, and presentations to technical staff, partner agencies, the general public, management, and elected officials.
- Coordinating and completing technical studies and reviews to support completion, implementation, and evaluation of WRIA salmon recovery plans.
- Assisting with the coordination, recommendations, and actions for salmon recovery activities and monitoring efforts with King County, other agencies, jurisdictions, Tribes, and universities.
- Working with state and federal agency partners, tribes, non-profits, and other interests to coordinate and participate in a temporary supplementation program for kokanee in Lake Sammamish.
- Conducting work activities as part of an interdisciplinary team as well as working independently with a high degree of professional and personal integrity.
- Carrying out work activities with a high level of communication and collaboration with internal and external clients and colleagues.

EXPERIENCE, QUALIFICATIONS, KNOWLEDGE, SKILLS:

- Bachelor degree in fisheries biology/ecology, aquatic ecology, stream/river ecology or closely related program and/ OR an equivalent combination of education and experience which provide the necessary knowledge, skills, and abilities to perform all the duties described in this job announcement.
- At least 5 years of increasingly responsible experience leading and carrying out stream, river, lake, and estuarine habitat assessments

using standard protocols.

- At least 5 years of increasingly responsible experience leading and conducting stream, river, lake and nearshore fish and redd surveys (e.g., seining, snorkeling, rafting and small boat) using standard fisheries and safety protocols.
- Demonstrated experience identifying species and life stages of Northwest freshwater and marine fish species.
- At least 3 years of experience designing, implementing, and monitoring small stream restoration projects.
- Demonstrated knowledge of and at least 5 years of increasingly responsible experience evaluating aquatic habitat-forming processes and functions of habitat and riparian/shoreline vegetation in stream/river, lake, and estuarine environments.
- At least 5 years of increasingly responsible experience designing and conducting stream and river habitat assessments to evaluate habitat quantity and quality for aquatic and wildlife species, including federally listed species. Experience organizing and analyzing habitat, fisheries, and related resource data using databases, spreadsheets, maps, and GIS.
- Expert knowledge of technological methods currently used to understand and monitor aquatic and floodplain habitats, such as remote sensing, GPS, and GIS programs.
- Minimum of 3 years of experience working with GIS (ArcMap preferred).
- Demonstrated experience conducting statistical analysis and interpretation of large resource data sets using both parametric and non-parametric statistical techniques with commonly used statistical software (e.g., SYSTAT, SPSS, Statistica, or R).
- Demonstrated computer proficiency with MS-Excel, MS-Word, and PowerPoint.
- Demonstrated experience at writing reports for a variety of audiences, including regulatory and grant agencies and non-technical audiences such as elected officials, senior management, landowners, and community groups.
- Demonstrated ability to write and track grant proposals to local, state, and federal agencies.
- Demonstrated ability to make presentations to a wide variety of audiences on sometimes controversial technical and policy issues associated with resource management.
- Demonstrated ability to manage fisheries and habitat projects and to lead and manage multidisciplinary technical teams. At least 5 years of experience with project management practices and procedures. Demonstrated experience in developing and implementing scopes, schedules, budgets, project management plans, and other tools and procedures required to implement project management procedures.
- Demonstrated ability to assess permit requirements (e.g., sampling, clearing and grading, ESA, etc.), prepare permit applications, coordinate applications with clients, and develop permit strategies and schedules necessary for successful, timely, and cost-effective implementation of projects and programs.
- Demonstrated ability to provide excellent customer service and to see projects through to completion to the satisfaction of clients.

- Excellent organizational, time management, and people management skills, along with the ability to plan, prioritize, and complete multiple work assignments.
- Exceptional skill working collaboratively and constructively with staff from King County agencies, other local, state and federal agencies, tribes, landowners, and stakeholder groups, often with conflicting interests.
- Skill resolving conflicts and participating in group problem-solving and decision-making. Ability to exercise initiative, tact, and judgment and resolve conflicts effectively in the conduct of work activity.
- Ability to work effectively in an evolving and occasionally fast-paced work environment that requires multi-tasking, planning and organizing work on a daily basis, responding to changing priorities and tight deadlines, and grasping and responding to complex issues quickly to meet the needs of senior managers.
- Ability to work independently on assigned projects, while keeping team members, managers, and stakeholders apprised of key issues and developments.
- Knowledge of key regional natural resource and water resource issues related to watershed management, salmon recovery, water quantity-water quality policy and issues, aquatic resource conservation, water supply and wastewater management, and pertinent regional institutions.
- Demonstrated experience carrying out effective working relationships with other employees, other governmental, agencies, Tribes, consultants, and the general public.
- Demonstrated ability to follow guidance of managers, follow through on assignments, and meet project deadlines working independently and in team settings.
- Demonstrated ability to exercise initiative, tact, and judgment, and resolve conflicts effectively in conducting work.
- Demonstrated ability to swim and knowledge of water safety rules/ regulations as well as the ability and willingness to take a course in swiftwater safety.
- Must be able to perform and have experience in all primary job functions.

DESIRABLE QUALIFICATIONS:

- Master degree in fisheries biology/ecology, aquatic biology/ecology or closely related program.
- Demonstrated knowledge and experience working in streams, rivers, lakes, and shorelines in Lake Washington/Cedar/Sammamish Watershed (WRIA 8).
- Training certifications in river safety, electrofishing, and snorkeling.

SUPPLEMENTAL INFORMATION:

PHYSICAL REQUIREMENTS: This position requires the ability to perform field work in, including: walking on uneven terrain and in slippery conditions; walking through mucky, brushy or densely forested sites; working in and around streams, rivers, and wetlands; night snorkeling; and working from

and handling small boats, such as canoes or rafts. Long hours (10+ hour days) are commonly needed for field work. Fieldwork is frequently conducted in inclement weather.

NECESSARY SPECIAL REQUIREMENTS:

- Valid Washington State Driver's License.
- A final offer of employment will be contingent upon successfully passing a pre-employment physical examination and a swim test.
- Employee will be required to complete First Aid and CPR training, White Water Rescue training, and other safety trainings deemed necessary for employee safety.

UNION MEMBERSHIP: Positions in this classification are represented by Local 17A, Professional and Technical Employees. Union membership and accompanying monthly dues will be required within 30 days of employment.

Note: Online applications are preferred. However, if you cannot apply online, go to www.kingcounty.gov/jobs for other options.

If you need an accommodation in the recruitment process or an alternate format of this announcement, please inquire directly with the contact listed on the job announcement or the department's Human Resources Service Delivery Manager.

Environmental Scientist III Supplemental Questionnaire

* 1. Please describe your background and experience planning, leading, and implementing stream salmon habitat restoration/enhancement projects.

* 2. Please describe your background and experience assessing and/or monitoring stream/river conditions and processes. Tell us about the purpose and findings of the work.

* 3. Please describe your background and experience working with inter-jurisdictional and interdisciplinary salmon recovery teams and elected officials.

* 4. Please describe your most recent presentations (one to a technical audience and one to a nontechnical audience) on salmon or habitat assessment projects.

* 5. Please describe your most recent project where you managed a large data set and conducted statistical analysis on that data set. What were your questions, what tests did you conduct, what were your findings, and how did you present the data?

* Required Question