

**State of Washington**  
**Dept. of Natural Resources**  
**invites applications for the position of:**  
**Bareroot Nursery Manager**

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

**SALARY:** \$4,270.00 - \$5,741.00 Monthly  
 \$51,240.00 - \$68,892.00 Annually

**OPENING DATE:** 08/14/19

**CLOSING DATE:** 09/04/19 11:59 PM

**DESCRIPTION:**

This is a permanent full-time represented position.



WASHINGTON STATE DEPARTMENT OF  
**NATURAL RESOURCES**



**Bareroot Nursery Manager**  
**Webster Forest Nursery – Tumwater**  
**Recruitment #2019-08-0463**

**Want to join something GREAT and make a difference?**

Webster Forest Nursery was established in 1957 and has shipped over 886 million seedlings for reforestation in the Pacific Northwest. During the past 15 years we have made significant investments in facilities and equipment, now we would like to make a significant investment in hiring a new Bareroot Nursery Manager. This is your opportunity to be part of a great tradition and help us to reach 1 billion seedlings and beyond.

Webster Forest Nursery has 270 acres, of that total, 150 acres are tillable fields. Each year there are 60 acres in crops producing 12 million forest seedlings. Of the 12 million seedlings, 8 million are shipped to customers and the rest are transplanted back into the nursery to produce a two year old 1+1 or P+1 stock type. Seedlings are grown for the Department of Natural Resources, which reforests approximately 14,000 acres of state land annually; for contract forestry customers; and on a speculative basis for non-industrial private landowners. The Bareroot Nursery Manager will be responsible for growing the crop (sowing seed and prescribing irrigation, fertilization and pesticide regimes); scheduling lifting, packing and shipping; and supervising seven permanent employees, sixteen non-permanent seasonal employees, and a large pool of contract farm laborers. Previous nursery experience is required, this is not an entry level position.

**What will we trust you with?**

- Growing 12 million seedlings per year
- Valuing others, creating a positive work environment that allows each employee to teach others through trust, inclusiveness and equity
- Personal Accountability

- Compassionate Communication
- Inspiring Others
- Commitment to Excellence

### **Why work for DNR?**

At DNR, we value public service, innovation and creative problem solving, safety and well-being, and leadership and teamwork. At DNR you'll support the vision of a sustainable future by using your skills to protect and manage the state's natural resources for both current and future generations. As a DNR employee, you'll work with the public's interest in mind as we manage more than 5 million acres of state-owned forest, range, commercial, agricultural and aquatic lands. But managing lands is only half of our story. We house the Washington Geological Survey, a dynamic program that is the primary source of geological products and services in support of decision making in Washington. We also protect other public resources such as fish, wildlife, water, and provide public access to outdoor recreation. Two of our largest and most important state-wide resource protection responsibilities are fire prevention and suppression, and overseeing forest practices.

We are nearly 1,500 employees strong and dedicated to making DNR a great place to work. Our mission is to serve Washington's lands and communities; build strong and healthy rural communities; enhance forest health and wildfire management; strengthen the health and resilience of our lands and waters; and increase public engagement and commitment to our public lands and resources. In partnership with citizens and governments, we provide innovative leadership and expertise to ensure environmental protection, public safety, perpetual funding for schools and communities, and a rich quality of life. At DNR we approach our work through the lens of making Washington a better place environmentally, economically and socially for current and future generations.

### **The Location**

One of the world's most scenic places, Washington State offers breathtaking discoveries for people who love natural beauty and outdoor recreation, from the Pacific Coast shores to the rugged Cascade Mountains to the rolling hills of the Palouse. Your office will be located in Tumwater, WA.

### **What makes DNR a great place to work?**

- Transitioning to a modern work environment
  - Mobile work
  - Infants at work program
  - Commitment to organizational health and wellness
  - Diversity, Equity and Inclusion Council
  - Leadership that empowers and supports employees
  - Work/life balance
  - Leadership development opportunities
  - Educational aid and career development stipends
  - Public Service Loan Forgiveness Eligibility
  - Opportunities to participate in wildland fire suppression assignments
  - Opportunities to stretch your professional skills
  - A comprehensive benefit package that includes employer contributions toward health insurance, paid holidays, retirement plans, sick leave and vacation days.
- Visit <http://careers.wa.gov/benefits.html> for more information.

### **Why do people choose to work for DNR?**

"I enjoy the clients I support and there are a ton of smart, fun, passionate people in this agency that I have the privilege of interacting with and learning from. DNR is a great place because of the people who are here. They are passionate, hard-working, loyal, intelligent, kind, and FUN! The aspects of the agency that speak to me are how diverse the work is that we do; from forests to grass lands, from mountain tops to under water, the composition of the agency made up by various different responsibilities makes it so interesting."

"I am committed to this agency's purpose, the Washington Geological Survey is an amazing place full of innovative, creative, and open-minded people, and I get great satisfaction from serving Washington's residents. I love it here because this place loves me. I like how I am made to feel valued, appreciated, and I feel that my skills are constantly being broadened. I am generally my only limitation."

"The idea of managing the resources in perpetuity really speaks to me. I like that the work DNR does tries to strike a balance between business and conservation and that I don't have to compromise one for the other because I am expected to do both. We are expected to be good stewards of the resources and the decisions we make mean something...in perpetuity."



### **Who are we looking for?**

#### **Required Qualifications:**

The right candidate has:

- A Bachelor's degree involving major study in agronomy, horticulture, forestry or closely related field of study.
- Five years of professional experience in a production nursery.
- Supervisory experience including nursery working conditions.
- Ability to lift, carry and push/pull up to 50 pounds (seedling bags and fertilizer/pesticide containers).
- Ability to walk and work in rough uneven terrain and all weather conditions. A major portion of the work is performed at a computer, however it also requires standing and walking in cooler/freezers and agricultural settings. In addition to working around large farm equipment, it requires the ability to effectively communicate in loud industrial settings.
- Handle and work in close proximity to fertilizers, herbicides, insecticides, soil fumigation and seed cleaning solutions (bleach and hydrogen peroxide) and crops treated with these substances.
- Washington State Pesticide Applicator License, Public Operator in categories Agricultural Weeds, and Agricultural Insect and Disease within first 12 months of employment.
- First aid, CPR and biohazard training within first 12 months of employment.
- Respirator use and fit testing training within first 12 months of employment.
- Forklift driver certification within first 12 months of employment.

#### **Desirable Qualifications:**

- Ability to speak Spanish.
- Knowledge and experience working with computer database programs such as Access and Oracle.

#### **APPLICATION PROCESS**

To be considered you must apply online at [www.careers.wa.gov](http://www.careers.wa.gov) (**Click on the APPLY button above**). You must complete the entire online application to be considered for the position.

- You must attach the following:

- A letter of interest describing how your experience and qualifications relate to the position profile, required and desired position qualifications, and special position requirements.
- A resume **including the names of three to five professional references**

Carefully review your application materials before submitting. **If you fail to submit the required documents or complete the entire online application, you may no longer be considered for the position by the supervisor.**

**Application Status** – once you submit your online application, you can check your status by logging into your account. Finalists for the position will be contacted by the hiring managers directly.

**Questions?** Please contact John Trobaugh at 360-902-1270, [john.trobaugh@dnr.wa.gov](mailto:john.trobaugh@dnr.wa.gov) or e-mail us at [DNRecruiting@dnr.wa.gov](mailto:DNRecruiting@dnr.wa.gov).

Washington State Department of Natural Resources is an Equal Opportunity Employer and prohibits discrimination and harassment of any kind. We are committed to providing equal employment opportunities in a fair and impartial manner for all persons without regard to age, sex, marital status, sexual orientation, gender identity, race, creed, color, national origin, religion, pregnancy/parental status, genetic information, military status, political affiliation, criminal history or the presence of any sensory, mental or physical disability or the use of a trained service animal by a person with a disability. Persons with a disability who need assistance during the screening process or those needing this announcement in an alternative format may contact DNR Recruiting staff (360) 902-1350 or (360) 902-1128. DNR may be contacted using the Washington State Telecommunications Relay Service (TRS) by dialing 711.



### Bareroot Nursery Manager Supplemental Questionnaire

- \* 1. Do you have a Bachelor's degree involving major study in agronomy, horticulture, forestry or closely related field of study?
  - Yes
  - No
- \* 2. Do you have at least five years of professional experience in a production nursery?
  - Yes
  - No
- \* 3. Do you have supervisory experience including nursery working conditions?
  - Yes
  - No
- \* 4. Do you have the ability to lift, carry and push/pull up to 50 pounds (seedling bags and fertilizer/pesticide containers)?
  - Yes
  - No

- \* 5. Where did you originally hear about this job (i.e. friend, newspaper, careers.wa.gov, specific job board website)?

\* Required Question