

State of Washington  
Dept. of Natural Resources  
invites applications for the position of:  
**USFWS Fish and Wildlife Biologist**

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

**SALARY:** \$4,829.00 - \$6,496.00 Monthly  
\$57,948.00 - \$77,952.00 Annually

**OPENING DATE:** 01/14/20

**CLOSING DATE:** 02/13/20 11:59 PM

**DESCRIPTION:**



WASHINGTON STATE DEPARTMENT OF  
**NATURAL RESOURCES**



**USFWS Fish and Wildlife Biologist, Fish and Wildlife Biologist 4  
Forest Health and Resiliency Division – Wenatchee  
Recruitment #2020-01-7849**

This is a full-time project represented position.  
Anticipated project appointment is March 2020 thru June 2021

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

The DNR Forest Health and Resiliency Division is looking to add to our growing team of natural resource professionals committed to restoring and managing the health of Washington's forests through ensuring successful implementation of our 20-Year Forest Health Strategic Plan for eastern Washington with this unique project position. This expert-level biologist position will independently direct, develop, evaluate and manage fish and wildlife consultation for the US Fish and Wildlife Service (USFWS) Central Washington Field Office on US Forest Service (USFS) projects on the Okanogan-Wenatchee National Forest (OWNF) and negotiate mitigation for these state significant projects as they are critical to achieving the goals of DNR's 20-Year Forest Health Strategic Plan for eastern WA. Priority will be granted to landscape restoration and fuel reduction projects within the priority planning areas, while additional forest health and resiliency projects may fall within the scope of this staff position's work as well.

If you are a fish and wildlife biologist interested in applying your knowledge and passion for species and their habitats in our state to providing vital guidance and information to land managers in a collaborative spirit to create healthy, resilient forested landscapes we want to hear from you!

**What we will trust you with:**

- Review and consult on landscape restoration and fuel reduction projects on Okanogan-Wenatchee National Forest (OWNF) lands and provide expert level fish and wildlife biological information to ensure compliance with Section 7 of the Endangered Species Act.
- Review project information provided by the ONWF.

- Coordinate consultation between the US Fish and Wildlife Service (USFWS) and OWNF on relevant projects. Ensure relevant staff from OWNF and USFWS are engaged effectively in the consultation process.
- Gather, organize and interpret biological, ecological and physical data to conduct project evaluations and develop reports documenting project evaluations.
- Prepare management briefings and recommendation regarding emerging science, controversial projects and policy interpretations.
- Write biological reports that evaluate the environmental consequences of proposed actions on Federal fish and wildlife resources of concern.
- Negotiate mitigation for OWNF landscape restoration and fuel reduction projects to ensure projects limit their impact on endangered species.
- Engage and contribute to endangered species habitat strategic planning to inform land management at the project and provincial scale.

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

### **The right candidate has:**

- Required Education: A Bachelor's degree in biological sciences, natural resource management, fisheries or wildlife management or environmental science.
- Required Experience: At least 5 years of professional experience in wildlife, fisheries or habitat management or research.
- Sound professional knowledge of scientific, biological, and ecological principles, methodologies and practices sufficient to apply a wide range of techniques and procedures to the solution of problems affecting natural resources.
- Expert level knowledge of the principles, concepts and theories in fish and/or wildlife biology and a working familiarity with related disciplines to determine the effect of land and water development projects on the fish and/or wildlife resources of an area.
- Knowledge of agricultural and engineering terms, data, structures, facilities, and procedures necessary for working with professionals and technicians in these fields, and to assess impact of proposed projects on resources.
- Highly developed skill in problem solving to be able to recognize critical trends in natural resources, to assess, select, and make optimal use of precedents and available data, and to draw sound conclusions as to the action to be recommended.
- Skill and diplomacy in coordinating activities with other agencies and organizations; ability to deal effectively with the general public; and ability to exercise tact and diplomacy in official association with Federal, state, and local agencies, and with private organizations and individuals.
- Knowledge of environmental laws, executive orders, regulations, and policies so as to ensure that legal standards are met in the review of proposed Federal actions.
- Skill in applying and adapting biological methods, procedures, and techniques and in exercising independent judgment in order to make day-to-day decisions where standard methods and procedures do not apply.
- Strong verbal and written communications skills, including skill in presenting data and its analyses, writing objective reports requiring a minimum of reviewing and editing.
- Strong data collection and analysis skills including experience using ArcGIS, statistical and database software.
- Ability to work on uneven terrain in all weather conditions. Work will primarily be performed in an office setting with up to 25% in field conducting field assessments of fish and wildlife habitat conditions and proposed actions.
- The incumbent in this position is required to travel.

### **Desirable Qualifications:**

- Familiarity with the Northwest Forest Plan, landscape ecology, and habitat management of listed species on the Okanogan-Wenatchee National Forest.

## **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 Wenatchee, Washington. Where the Columbia and Wenatchee Rivers meet, the "Apple Capital of the World" sits in a beautiful valley full of natural and manmade wonders. Enjoy events such as the annual Apple Blossom Festival and the monthly First Friday at the Museum. Taste a variety of cuisine at the multitude of restaurants Wenatchee has to offer. Check out the variety of shopping opportunities at the Wenatchee Valley Mall or the unique shops at the Pybus Public Market. Spend a day on the greens at one of five top rated golf courses or take an adventurous hike through rock trails on Blewett Pass. Take a leisurely walk through the Ohme Gardens or Riverfront Park. With an average of 200 sunny days a year and only about 9 inches of rain, Wenatchee is a great place for outdoor adventures. An hour drive to the north will take you to beautiful Chelan. Enjoy a wine tasting or a delectable meal at any of their fine dining establishments. Golf fields of green with stunning views of Lake Chelan or take a trip to the water park. In the winter, go tubing or skiing at the Echo Valley Ski and Tubing Area or go snowmobiling on a variety of groomed trails. It is the perfect place for a weekend getaway. With the snow-capped Cascades to the west and the mighty Columbia to the east, the Wenatchee area offers no shortage of activities for the adventurer.



### **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.

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

- Transitioning to a modern work environment
- Mobile work
- Incentives 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.

## **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 manager directly. Recruitment may be extended depending on the quantity and quality of the application pool.

**Questions?** Please contact Jen Watkins at (360)338-1688, [jennifer.watkins@dnr.wa.gov](mailto:jennifer.watkins@dnr.wa.gov) or e-mail us at [DNRrecruiting@dnr.wa.gov](mailto:DNRrecruiting@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) 902-1139. DNR may be contacted using the Washington State Telecommunications Relay Service (TRS) by dialing 711.



## **USFWS Fish and Wildlife Biologist Supplemental Questionnaire**

- \* 1. Do you have a minimum of a bachelor's degree in biological sciences, natural resource management, fisheries or wildlife management or environmental science?  
☐ Yes  
☐ No
- \* 2. Do you have at least 5 years of professional experience in wildlife, fisheries or habitat management or research?  
☐ Yes  
☐ No
- \* 3. Where did you originally hear about this job (i.e. friend, newspaper, careers.wa.gov, specific job board website)?

\* Required Question