

State of Washington
 Dept. of Natural Resources
 invites applications for the position of:
**Eastern Washington Cooperative Monitoring,
 Evaluation, and Research Program Scientist**

careers.wa.gov
 Working for Washington State

SALARY: \$5,466.00 - \$7,353.00 Monthly
 \$65,592.00 - \$88,236.00 Annually

OPENING DATE: 09/20/19

CLOSING DATE: 10/20/19 11:59 PM

DESCRIPTION:



WASHINGTON STATE DEPARTMENT OF
NATURAL RESOURCES



**Eastern Washington Cooperative Monitoring, Evaluation, and Research Program Scientist
 Natural Resource Scientist 4
 Forest Practices Division– Spokane
 Recruitment #2019-09-7791**

This is a full-time permanent represented position.

Want to join something GREAT and make a difference?

The Washington State forest practices Adaptive Management Program is looking for a skilled researcher with expertise in riparian ecology to help oversee cutting edge environmental research projects testing the effectiveness of State's forest practices rules in protecting the state's aquatic resources.

What will we trust you with?

As a member of our science team you will be a critical leader in planning and implementing research testing the effects of forest practices on riparian resources across Eastern Washington. The results of your research will be used to determine if the State's forest practices regulations are meeting their environmental objectives while maintaining a viable timber industry. As a permanent staff scientist, you will be responsible for helping to bring together diverse project teams to design and implement multimillion dollar riparian research studies to help ensure our state forestry regulations maintain healthy riparian forests and protect aquatic resources. We are looking for a scientist with proven skills who can work with high independence, and who has excellent verbal and written skills to effectively communicate and network with science-cooperators representing state resource agencies, tribes, private forestry companies, contractors, and others. If you like the idea of designing and overseeing large cutting edge field studies and being part of a program that advances our knowledge on how to manage forests while protecting aquatic resources, we want you on our team.

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. You will be working in the city of Spokane. This thriving city is located in a beautiful area in Northeastern Washington. The Spokane valley is an excellent place to raise a family. Housing is plentiful and diverse with good schools, shopping, hiking, biking, walking or just exploring the countryside. Living in Spokane provides awesome potential for people who love natural beauty and outdoor recreation, while retaining all the benefits of a well-appointed city.

<http://spokaneplanner.com/economic-development/12-reasons-to-relocate-to-spokane/>

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:

- Bachelor's degree with a major study in natural resource science (e.g., forest ecology, forestry, fisheries) or a closely related field AND six years of professional work experience in one of these fields.

OR

Master's degree with a major study in natural resource science (e.g., forest ecology, forestry, fisheries) or a closely related field AND four years of professional work experience in one of these fields.

OR

Ph.D. with a major study in natural resource science (e.g., forest ecology, forestry, fisheries) or a closely related field AND three years of professional work experience in one of these fields.

- Four years of experience implementing original research in a large complex organization, including experience developing original research ideas; managing and directing professional staff; developing and implementing, budgets, schedules and deliverables.
- Strong knowledge of forest ecology and silvicultural practices as applicable to forest types in eastern Washington.
- Knowledge and understanding of statistics, including experimental design, sampling procedures, hypothesis formulation and testing.
- Knowledge and understanding of forestry/riparian/aquatic interaction research and monitoring techniques.
- Ability to work independently, with strong self-motivation and organization skills.
- Demonstrated experience successfully communicating results of complex research results to technical and non- technical audiences.
- Demonstrated track record of publishing results of research in referenced publications.
- Demonstrated ability to listen, understand, facilitate, and work productively in a team environment.
- Demonstrated ability to exercise tact and judgment in communicating complex and/or controversial issues.

- Demonstrated ability to create and maintain effective working relationships with government officials, conservation caucuses, researchers, and forest landowners.
- The incumbent in this position is required to travel.
- Must have a valid driver's license and have three years of driving experience. This position requires driving as an essential function. Employees who drive for state business, whether in a state or privately-owned vehicle, are required to possess a valid license as defined in policy PO02-006 and abide by all other driver responsibility requirements. Finalists and/or interview candidates will be asked to provide a driving record from all states in which they have held a license during the past three years.

Desirable Qualifications:

- M.S. or Ph.D. in natural resource scientific field.
- Practical experience working with Forest Practices Rules and working within an adaptive management framework.
- Knowledge of silvicultural practices as used in eastern Washington.
- Practical experience conducting and managing forestry/aquatic resource interaction research and monitoring projects.
- Experience working with researchers at universities, agencies, and the private sector.

APPLICATION PROCESS

To be considered you must apply online at 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 Mark Hicks at 360-902-1909 or e-mail us at 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) 902-1128. DNR may be contacted using the Washington State Telecommunications Relay Service (TRS) by dialing 711.



Eastern Washington Cooperative Monitoring, Evaluation, and Research Program Scientist Supplemental Questionnaire

- * 1. Select from below which of the following best describes your education and experience.
 - Bachelor's degree with a major study in natural resource science (e.g., forest ecology, forestry, fisheries) or a closely related field AND six years of professional work experience in one of these fields.
 - Master's degree with a major study in natural resource science (e.g., forest ecology, forestry, fisheries) or a closely related field AND four years of professional work experience in one of these fields.
 - Ph.D. with a major study in natural resource science (e.g., forest ecology, forestry, fisheries) or a closely related field AND three years of professional work experience in one of these fields.
 - None of the above.
- * 2. Do you have at least four years of experience implementing original research in a large complex organization, including experience developing original research ideas; managing and directing professional staff; developing and implementing, budgets, schedules and deliverables?
 - Yes
 - No
- * 3. Do you have experience successfully communicating results of complex research results to technical and non- technical audiences?
 - Yes
 - No
- * 4. Do you have a valid driver's license and at least three years of driving experience?
 - Yes
 - No
- * 5. Where did you originally hear about this job (i.e. friend, newspaper, careers.wa.gov, specific job board website)?

* Required Question