

**State of Washington
Dept. of Natural Resources
invites applications for the position of:
Civil Engineer 2**

careers.wa.gov
Working for Washington State

SALARY: \$4,738.00 - \$6,368.00 Monthly
\$56,856.00 - \$76,416.00 Annually

OPENING DATE: 05/10/22

CLOSING DATE: 05/29/22 11:59 PM

DESCRIPTION:



WASHINGTON STATE DEPARTMENT OF
NATURAL RESOURCES



Civil Engineer 2

Recruitment #2022-5-6486

Full-time, Permanent, Represented position

Location: Pacific Cascade Region, Chehalis or Menlo, WA.

Want to join something GREAT and make a difference?

The Department of Natural Resources (DNR) has an exciting opportunity within our Pacific Cascade Region. Are you interested in a rewarding career in Washington State managing the state's forests for multiple objectives? If so, we are seeking a District Engineer (Civil Engineer 2) to help manage, sustain, and protect the health and productivity of Washington's lands and waters to meet the needs of present and future generations. The District Engineer position is a vital position that contributes to the success of meeting our goals and objectives both long and short term. This position provides professional forest engineering expertise on DNR managed uplands under the guidance of the Habitat Conservation Plan, the Forest Practices Rules, the Policy for Sustainable Forests, the Sustainable Harvest Calculation, the Endangered Species Act, and all other applicable laws, rules, regulations, and agency policies, procedures and guidelines. This position reports to the State Lands District Manager and must interact with agency staff, the general public and other state, county, and federal agencies to achieve success on their projects.

DUTIES:

Responsibilities:

- Perform independent forest engineering work in an office and field environment by designing forest transportation and harvest systems.
- Assist the region in maintaining the timber sale schedule for state trust lands by focusing on completing engineering related tasks associated with timber sales, while training and

- mentoring foresters who specialize in pre-sales.
- Assist district foresters performing engineering layout functions with identifying and traversing road locations, slope staking, drainage structure location and typing.
- Use computer software to develop detailed engineering road designs (plan/ profile, cross sections, and slope staking notes).
- Provide engineering support to develop the district's rock resources and develop rock quarry plans.
- Perform logging road construction cost estimates, including quantity estimates, rock pit development costs, and equipment and material costs.
- Design fish passage structures.
- Peer review road plans and designs of other district engineers.
- Provide engineering contract administration support to other district contract administrators as needed.
- Contract compliance of Purchase Service Agreements, Limited Public Works Contracts, and Public Works Contracts.
- Prepares and negotiates rental agreements, purchase service contracts and Access Road Revolving Fund (ARRF) maintenance projects.
- Conduct systematic inspection, evaluation, and rating of occasional district road bridges, including prescription of maintenance and repairs.

QUALIFICATIONS:

Required Qualifications:

- Bachelors or Advanced degree in Forest or Civil Engineering or related field by July 2022.
- Knowledge of transportation systems, engineering standards, laws, and rights-of-way.
- Experience in the use of engineering equipment, tools, and software.
- Knowledge of contract preparation and administration.
- Strong written and verbal communication skills.
- Facilitation and negotiation skills.
- The ability to work independently on assigned tasks.
- Communications Effectiveness
 - Conveys clear, persuasive messages that are effective in influencing the thoughts and actions of others
 - Conveys thoughts clearly and concisely
 - Keeps supervisor, co-workers and team informed
 - Clearly and effectively communicates with individuals and groups
 - Addresses problems and issues in a professional and respectful manner
 - Sets clear, reasonable expectations and follows through.
- Team Leadership
 - Actively takes steps to build a cohesive and results- oriented team as follows:
 - Promotes cooperation within the work unit
 - Recognizes and encourages the behaviors that contribute to teamwork
 - Creates commitment to team goals
 - Helps remove obstacles for the team
- Customer Focus
 - Builds and maintains internal and external customer satisfaction with Product Sales Program offered by the organization as follows:
 - Consistently demonstrates to customers an interest in solving their problems
 - Takes action to solicit feedback and assess performance with customers
 - Responds to an adverse customer reaction by developing better alternatives
- DNR Core Competencies:
 - Personal Accountability
 - Value Others
 - Compassionate Communication
 - Inspire Others
 - Commitment to Excellence
- Approximately 45-50% of work is performed alone in isolated unimproved natural areas. Incumbent must be able to traverse uneven terrain in all weather conditions.

- Requires large majority of time in the field (70%) and traveling between sites in the Region. There may be some travel associated with occasional training or project assignments out of the position's assigned region. Firefighting duties will also involve some travel around the state and outside of the state on occasions.
- A valid driver's license and have two years of driving experience. This position requires driving as an essential function. Finalists and/or interview candidates may be asked to provide a driving record from all states in which they have held a license during the past three years.
- Employees of the Department of Natural Resources (DNR) are required to be fully vaccinated against COVID-19 as a condition of employment. This position is based in an office/fieldwork setting and requires in-person attendance/interactions with no option for full-time telework. Please note that any offer of employment is contingent upon you providing verification of your vaccine status. No start date will be approved until you verify your status

Our ideal candidate will also have the qualifications listed below:

- Three years of professional forest engineering experience.
- Experience with forest engineering principles, techniques, and applications such as: logging systems, harvest system design, and road transportation design.
- Experience with ground and cable logging systems, and forest road construction equipment and use.
- Positive interpersonal and communication skills.
- Ability to use GPS technology, GIS mapping products, AutoCAD, Road Eng, and other engineering software programs.

SUPPLEMENTAL INFORMATION:

About the Department of Natural Resources (DNR).

At DNR we approach our work through the lens of making Washington a better place environmentally and are dedicated to serving Washington's lands and communities through diversity, equity and inclusion. With nearly 1,500 employees in locations throughout Washington, we manage and protect more than 5 million acres of state-owned forest, range, commercial, agricultural and aquatic lands.

Our Vision – Our actions ensure a future where Washington's lands, waters, and communities thrive.

Our Mission – Manage, sustain, and protect the health and productivity of Washington's lands and waters to meet the needs of present and future generations.

Our Core Values:

- Safety and Well-Being —Our top priority is the safety of the public and our employees.
- Public Service —We value and respect the public we serve, and we value and respect the people of the Department of Natural Resources who step up to serve.
- Innovation and Creative Problem-Solving — We solve our state's most pressing challenges through innovative thinking, dedication, and bold and creative vision.
- Leadership and Teamwork —We are committed to building leaders at all levels and building teams for success.

DNR provides excellent benefits, a few of those include:

- Commitment to organizational health and wellness
- Work/life balance
- DNR Employee Resource Groups (Diversity, Equity and Inclusion Council, Women's Employee Resource Group, Veterans Employee Resource Group, etc.)
- Statewide Employee Business Resource Groups, [visit here to learn more](#)
- Leadership that empowers and supports employees
- Professional development opportunities
- Educational and career development aid
- Public Service Loan Forgiveness Eligibility
- Opportunities to participate in wildland fire suppression assignments
- 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 Requirements:

- 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.
- Attach a letter of interest describing how your experience and qualifications relate to the position profile and the position required, desired and special requirements.
- Attach a resume describing your experience and qualifications.
- Provide three to five professional references – you may attach a document, use the References text field in the online application, or include with resume.
- Attach a copy of your college degree certificate or an unofficial copy of your transcripts.
- Complete all supplemental questions.

Additional Information:

This recruitment may be extended and may also be used to fill future similar vacancies for up to sixty (60) days.

Veterans wishing to claim Veteran's preference please attach a copy of your DD-214, NGB-22 or other verification of military service. Please black out your social security number prior to attaching. We thank you and are grateful for your service!

The Department of Natural Resources is an Equal Opportunity Employer. We strive to create a working environment that includes and respects cultural, racial, ethnic, sexual orientation and gender identity diversity. Women, racial and ethnic minorities, persons of disability, persons over 40 years of age, veterans, military spouses or people with military status, and people of all sexual orientations and gender identities are encouraged to apply.

Persons needing accommodation during the screening process or this announcement in an alternative format may contact DNR Recruiting staff at (360) 522-2500 or (360) 522-0143 or by email at DNRrecruiting@dnr.wa.gov. Those with a hearing impairment in need of accommodation are encouraged to contact the Washington State Telecommunications Relay Service (TRS) at 1-800-833-6388 or www.washingtonrelay.com.

Check us out on: [DNR's website](#) | [Facebook](#) | [Twitter](#) | [Instagram](#) | [YouTube](#) | [WordPress](#)

Questions? Please contact Andy Aschenbrenner at andy.aschenbrenner@dnr.wa.gov, 360 280-4608 or e-mail us at DNRrecruiting@dnr.wa.gov

Once you submit your online application, you can check your status by logging into your account. If you experience technical difficulties creating, accessing or completing your application call NEOGOV toll-free at (855)524-5627 or email CareersHelp@des.wa.gov.

Civil Engineer 2 Supplemental Questionnaire

- * 1. Please describe what interests you about the Department of Natural Resources.
- * 2. Please describe what a diverse and inclusive work environment means to you.
- * 3. Do you have a Bachelors or Advanced degree in Forest or Civil Engineering or related field or will you by July 2022?
 - Yes
 - No

- * 4. Have you attached a copy of your college degree certificate or an unofficial copy of your transcripts? This is a required document.
 - Yes
 - No
- * 5. Do you have experience in the use of engineering equipment, tools, and software?
 - Yes
 - No
- * 6. Do you have a valid driver's license and at least two years of driving experience?
 - Yes
 - No
- * 7. Where did you hear about this job posting?
 - www.dnr.wa.gov
 - www.careers.wa.gov
 - WA WorkSource office or WorkSourceWA.com
 - Governmentjobs.com
 - Monster
 - Indeed
 - LinkedIn
 - Twitter
 - College/university website/career fair
 - Handshake
 - Newspaper
 - Direct Email Notification
 - Statewide Employee Business Resource Groups (BRG)
 - Professional/Personal Network
 - Job Board
 - Job Fair
 - ZipRecruiter
 - DiveristyJobs
 - Other (please specify below)
- * 8. If you answered "other" to the previous question, please specify how you learned of this employment opportunity in the space below.

* Required Question