

**State of Washington
Dept. of Natural Resources
invites applications for the position of:
Intensive Management Unit Forester,
Natural Resource Specialist 3**

careers.wa.gov
Working for Washington State

SALARY: \$4,398.00 - \$5,913.00 Monthly
\$52,776.00 - \$70,956.00 Annually

OPENING DATE: 04/04/22

CLOSING DATE: 04/24/22 11:59 PM

DESCRIPTION:



WASHINGTON STATE DEPARTMENT OF
NATURAL RESOURCES



Intensive Management Unit Forester, Natural Resource Specialist 3

Recruitment #2022-4-6917

Full-time, Permanent, Represented position.

Location: Pacific Cascade Region- Chehalis, WA.

Want to join something GREAT and make a difference?

Are you a leader who can provide strategic direction at the district level and have a passion for silviculture? Are you committed to working with other natural resource specialists to meet the reforestation needs on state trust lands? Are you committed to safe work practices and able to promote a culture of safety throughout the program? The Washington State Department of Natural Resources (DNR) is looking for an eager individual to fill their Lewis District Intensive Manager Forester position in the Pacific Cascade Region.

DUTIES:

Responsibilities:

The Lewis District IMF (Intensive Management Forester) is responsible for implementing the Department's reforestation management activities on state trust lands. This position works under the guidance of the region IMF (Intensive Management Forester), the Habitat Conservation Plan, the Forest Practice Rules, the Policy for Sustainable Forests, the Endangered Species Act, all applicable collective bargaining agreements for the positions supervised, and all other applicable laws, rules, regulations, and agency policies, procedures, and guidelines. This position reports to the region IMF and must interact with agency staff, the general public and other state, county, and federal agencies on a routine basis. The districts are responsible for implementing programmatic policy, procedures, guidance, and attaining tangible deliverables on the ground.

QUALIFICATIONS:

Required Qualifications:

- An Associate's Degree in forestry or a related field.
OR an equivalent combination of education and experience.
- Experience in applying theory, policy, principles and practices of the forestry profession as applied to Northwestern United States (i.e., fundamentals of: silviculture of Northwest species, markets and economics, cruising methods, sales layout, logging methods, engineering, plant nutrition, propagation and weed control, reforestation and intensive forest practices, recreation, multiple use, inventory, water quality, watershed management and basic principles of fisheries management.)
- Professional experience in the application of forest management objectives and timber management planning.
- Experience with, and understanding of Forest Practices rules, natural resources law and practices.
- Experience with computer applications such as Microsoft Word and Excel.
- Experience with GPS technology and GIS mapping products.
- Strong written and verbal communication skills.
- Strong Facilitation and negotiation skills.
- Experience assigning work and setting performance standards and expectations, providing performance feedback and coaching, providing training and development, and fostering employee motivation and performance-based recognition.
- Ability to obtain and maintain a WSDA Pesticide Applicators License.
- Ability to work on uneven terrain in all weather conditions. 45-50% of work is performed alone in isolated managed forest areas.
- The incumbent in this position is required to travel. Position requires large amounts of time in the field traveling alone between timber sale activities and the region office.
- 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 will be asked to provide a driving record from all states in which they have held a license during the past three years.
- Must be at least 18 years of age at the time of hire.
- Position Core Competencies:
 - Dedication to a Safe Workplace
 - Communications Effectiveness
 - Team Leadership
 - Customer Focus
- DNR Core Competencies:
 - Personal Accountability
 - Value Others
 - Compassionate Communication
 - Inspire Others
 - Commitment to Excellence
- 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 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:

- Bachelor's degree in natural resources, forest management, forest operations, or silviculture specific to forestry in the Northwest USA.
- Two years of professional experience in a natural resource program area.
Experience practicing forestry and silviculture tasks involved in the management of State trust lands

- Supervisory experience of at least 6 months which demonstrates ability to promote team building skills, assign work, coaching, and evaluating the work product of other staff.
- Knowledge of employment rules and regulations as they apply to DNR employees.
- Experience with forest growth and yield simulators.
- Knowledge of the Incident Command System.

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.
- Complete all supplemental questions.

Additional Information:

Due to the COVID-19 pandemic, telework (mobile-work) is expected for most office activities. When approved to return, staff are expected to report to their assigned duty station for work activities or may be approved for telework based on DNR's telework policy.

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 Jared Larwick at jared.larwik@dnr.wa.gov 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.

Intensive Management Unit Forester, Natural Resource Specialist 3 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 an Associate's Degree in forestry or a related field? OR an equivalent combination of education and experience?
 - Yes
 - No

- * 4. Do you have experience in applying theory, policy, principles and practices of the forestry profession as applied to Northwestern United States (i.e., fundamentals of: silviculture of Northwest species, markets and economics, cruising methods, sales layout, logging methods, engineering, plant nutrition, propagation and weed control, reforestation and intensive forest practices, recreation, multiple use, inventory, water quality, watershed management and basic principles of fisheries management.?
 - Yes
 - No

- * 5. Do you have professional experience in the application of forest management objectives and timber management planning?
 - Yes
 - No

- * 6. Do you have experience with, and understanding of Forest Practices rules, natural resources law and practices?
 - Yes
 - No
- * 7. Do you have experience with computer applications such as Microsoft Word and Excel?
 - Yes
 - No
- * 8. Do you have experience with GPS technology and GIS mapping products?
 - Yes
 - No
- * 9. Do you have experience assigning work and setting performance standards and expectations, providing performance feedback and coaching, providing training and development and fostering employee motivation and performance-based recognition?
 - Yes
 - No
- * 10. Do you have the ability to obtain and maintain a WSDA Pesticide Applicators License?
 - Yes
 - No
- * 11. Will you be at least 18 years of age at the time of hire?
 - Yes
 - No
- * 12. Do you have a valid driver's license and at least two years of driving experience?
 - Yes
 - No
- * 13. 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
 - Facebook
 - Other (please specify below)
- * 14. If you answered "other" to the previous question, please specify how you learned of this employment opportunity in the space below.

* Required Question