

State of Washington  
Dept. of Natural Resources  
invites applications for the position of:

[careers.wa.gov](http://careers.wa.gov)  
Working for Washington State

# State Lands Lead Forester, Natural Resource Specialist 2/Natural Resource Specialist 1 In-Training

**SALARY:** \$3,446.00 - \$5,229.00 Monthly  
\$41,352.00 - \$62,748.00 Annually

**OPENING DATE:** 05/18/22

**CLOSING DATE:** 06/19/22 11:59 PM

## DESCRIPTION:



WASHINGTON STATE DEPARTMENT OF  
**NATURAL RESOURCES**



**State Lands Lead Forester  
Natural Resource Specialist 2/Natural Resource Specialist 1 In-Training  
Recruitment #2022-5-7212  
This is a Full-time, Permanent, Represented position.  
Location: Olympic Region, Forks.**

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

The Department of Natural Resources (DNR) has an exciting opportunity within our Olympic Region. This position serves as a lead forester working with a team of foresters under the supervision of the Unit Coordinator. This position works independently part of the time, but has regular interaction with foresters, forest engineers, other natural resource professionals as well as other agency/organization members and the general public. The position will also serve as a contract administrator for DNR timber sales and road plan contracts. The position also must respond to public and other agency requests relative to state lands management within the district.

## DUTIES:

### Responsibilities:

This position has split responsibilities within the presales program between timber sales layout and compliance. During timber sales layout, this position is responsible for the field design of timber sale proposals including harvest unit design, initial road location, and selection of harvest methods. Work includes the completion of presales documentation packets containing maps, informational reports and environmental documents.

This may be filled as an In-Training. The training plan is up to 24 months, which may be extended up to 36 months if needed. If you complete all elements of the training steps in a shorter amount of time, we may waive the remainder of the time required. Candidates will be compensated as a

Natural Resource Specialist 1 range \$3,446-4,627 per month or Natural Resource Specialist 2 range \$3,887-\$5,229 per month depending on qualifications.

## **QUALIFICATIONS:**

### **Required Qualifications:**

#### **Natural Resource Specialist 1 (NRS2 In-Training) candidate has:**

- Knowledge of all laws, policies, and practices related to timber sales program.
- Knowledge of timber and land management planning and practices.
- Knowledge of timber sales contract preparation and administration.
- Knowledge of 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.).
- Written and verbal communication skills.
- Facilitation and negotiation skills.
- The ability to perform arduous work while traversing steep, rugged terrain under a full spectrum of environmental conditions.
- The incumbent in this position is required to travel.
- 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.
  - 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 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.

#### **Natural Resource Specialist 2 will meet the NRS1 required qualifications in addition to the qualifications below:**

- One year of professional forestry experience.
- Experience with forest management objectives and timber management planning.
- Experience with current forest management plans and associated agency policies and rules.
- Experience with timber sales contract preparation and administration.
- Knowledge of current forest practices rules, forestry laws and practices.
- Knowledge of logging and forest road construction equipment and use.
- Written and verbal communication skills.
- Facilitation and negotiation skills.

### **Desired Qualifications:**

- Bachelor's Degree in Forest Management or related field.
- 2 years as a Pre Sales Natural Resource Specialist 1 in the Department of Natural Resources.
- Demonstrated competence in timber harvest planning, preparation, contract administration and Pacific Northwest silviculture.
- Familiarity with current software used in word processing, spreadsheets and forestry applications.
- Well-developed written and verbal communication skills.

## **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](http://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:**

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](mailto: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](http://www.washingtonrelay.com).

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

**Questions?** Please contact Bill Wells at (360) 640-3066, [William.wells@dnr.wa.gov](mailto:William.wells@dnr.wa.gov) or e-mail us at [DNRrecruiting@dnr.wa.gov](mailto: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](mailto:CareersHelp@des.wa.gov).

## **State Lands Lead Forester, Natural Resource Specialist 2/Natural Resource Specialist 1 In-Training 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 valid driver's license and at least two years of driving experience?
  - Yes
  - No
- \* 4. Where did you hear about this job posting?
  - [www.dnr.wa.gov](http://www.dnr.wa.gov)
  - [www.careers.wa.gov](http://www.careers.wa.gov)
  - WA WorkSource office or WorkSourceWA.com
  - Governmentjobs.com
  - Monster
  - Indeed
  - LinkedIn
  - Facebook
  - 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
  - Diversity Jobs
  - Other (please specify below)
- 5. If you answered "other" to the previous question, please specify how you learned of this employment opportunity in the space below.

\* Required Question