

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

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

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

**OPENING DATE:** 04/05/22

**CLOSING DATE:** 04/26/22 11:59 PM

**DESCRIPTION:**



WASHINGTON STATE DEPARTMENT OF  
**NATURAL RESOURCES**



**Service Forester, Natural Resource Specialist 3**

**Recruitment #2022-04-A120, A121**

**These are Full-time, Permanent, Represented positions.**

**Location: Northwest Region, Multiple locations; Granite Falls, Arlington, Sedro-Woolley, or Deming WA.**

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

The Washington Department of Natural Resources (DNR) has an excited opportunity in each of our four western regions to deliver DNR's Forest Resiliency Program. Are you someone who loves the outdoors and is passionate about restoring the ecology of our forest ecosystems? Do you enjoy working with diverse landowners and partners, working to find solutions in forest management? Are you passionate about building and growing a new program and team? Then these are the jobs for you! The DNR's Northwest region is seeking eight motivated individuals to join resilience efforts and our new Service Forestry teams – experts in private forestland management, working with landowners to deliver critical resources, educational opportunities, and more.

The Forest Resilience Division works across all lands and in the interest of all Washingtonians to sustain and increase the health and resiliency of our forests and communities and the ecosystem services forests support for the well-being of people, communities, wildlife, and landscapes today and into the future. Specifically, the Division is responsible for the assessment, planning, coordination and implementation, and monitoring of forest health related activities across all-lands that work to restore and sustain ecological functions of Washington's forested landscapes and support healthy and resilient communities.

DNR regions operationalize and serve as stewards of the Division's portfolio and deliver on the agency mission to manage, sustain, and protect the health and productivity of Washington's lands and waters to meet the needs of present and future generations. Specifically DNR regions serve as the operational arm of the agency and are responsible for the coordination, oversight, and delivery of key activities and priorities.

Our Service Forester is responsible for delivery of technical assistance and services to landowners

and communities by providing services within the framework of the One Stop Shop for Integrated Landowner Assistance. Service Foresters occupy an important role as a community's link to DNR and are often the face of the agency for landowners. Specifically, these professional foresters provide technical assistance about forest management, watershed protection, insect and disease control, forest recreation, tree planting, wildlife habitat development, and fuels reduction or mitigation and are responsible for the administration of fuels reduction and forest stewardship on forest lands.

Activities include administering financial assistance programs, Forest Stewardship assistance visits, development of forest Stewardship Plans in coordination with landowners, and service as first-line delivery of technical assistance and expertise on forest management topics. Further activities include providing landowner with technical review and analysis of forest health and fire hazards on forested properties. This includes making recommendations for appropriate practices to reduce wildland fire potential and enhance forest health on stands of timber near dwellings, high public use areas, and on forested properties. By performing these activities, this position helps to manage, sustain, and protect the health and productivity of Washington's lands and waters to meet the needs of present and future generations.

This work of the Region is one part of DNR's One-Stop Shop for Private Lands Assistance which is a cohesive landowner services program formed by integrating existing components to more effectively reach small forest landowners by identifying and removing barriers for technical assistance, funding, and forest health management planning; increasing education and outreach to small forest landowners; and distributing funding effectively to move high wildland fire risk areas to lower risk.

## **DUTIES:**

### **Responsibilities:**

- Provide leadership and serve as the direct supervisor for up to one Service Forestry Specialist within the region.
- Provide on-site and remote technical expertise to forest landowners and forest landowner service providers regarding forest management.
- Engage subject matter experts when knowledge or experience level is exceeded.
- Educate and assist landowners in writing forest management plans such as Forest Stewardship Plans.
- Provide technical specifications for forest management practices and silvicultural treatments including forest pesticide/herbicide recommendations when appropriate.
- Provide certification inspections for the American Tree Farm Program.
- Develop educational materials for, and make educational presentations to, family forest landowners, natural resource professionals who advise them, loggers, and other audiences regarding forestry topics.
- Author educational and informational articles on program related topics for Stewardship Notes, Small Forest Landowner Newsletter, and other publications.
- Teach forestry related topics for WSU Extension and other education programs.
- Administer landowner participation in financial assistance program and forest health or fuel reduction contracts.
- Perform site visits to ensure landowner and program objective compatibility; assist landowners with completion of required documents; review applications for completeness; score or rank applications; perform compliance checks and take corrective action if required; and perform signoff inspection upon completion.
- Incorporate landowner objectives into standard mitigation actions to develop property specific management prescriptions.
- Assist with bid solicitation (RFP, RFQQ, etc.) and resulting contact development and administration.
- Prepare grant and project narratives, budgets, or amendments/modifications in coordination with supervisors and other staff.
- Aggregate data and submit periodic accomplishment reports.
- Participate in training, professional development, and continuing education to maintain credentials such as Certified Tree Farm Inspector, Public Pest Control Consultant, or others.
- As other duties allow, maintain qualifications to participate in fire assignments.
- Establish relationships and foster coordination with DNR programs outside Forest Resilience.
- Establish strong working relationships with community and shared stewardship partner organizations working with DNR to achieve forest health and resiliency goals in the region.

including regional staff with tribes, Conservation Districts, US Forest Service, Natural Resource Conservation Service, Washington Department of Fish and Wildlife, Washington State Parks, University of Washington – Cooperative Extension, Forest Collaborative, and Fire Adapted Communities.

- Ensure all communities in the district have access to information and programs offered by the agency and its cooperators. Engage in watershed and forest health discussions that include aspects of wildland fire preparedness and planning in the district.
- Ensure activities are tracked and integrated into DNR's Forest Health Tracking System and One-Stop Shop tracking tools.
- Support the development and cultivation of a new and developing program; develop innovative solutions to deliver forest health goals within the region.

## **QUALIFICATIONS:**

### **Required Qualifications:**

- Bachelor of Science in forestry, natural resources, or closely related field from an accredited program AND 2 years of field experience in forest management in the Pacific Northwest or similar environment. OR Associate's Degree in forestry, forestry education, or closely related field from an accredited program AND 4 years of field experience in forest management in the Pacific Northwest or similar environment.
- Valid Public Pest Consultant and Certified Tree Farm Inspector certifications or ability to obtain within 6 months of employment.
- Working knowledge of silviculture and forest management practices in the Pacific Northwest or similar environment.
- Experience in general forest management activities such as forest road design and construction, timber management planning, silviculture techniques, reforestation methods, and timber harvest boundaries.
- Experience using forestry tools such as measuring and hand tools.
- Experience teaching or providing group presentations.
- Proficient with computers, Microsoft Office applications, and SharePoint.
- Experience with Geographic Information Systems (GIS), including ArcMap, ArcGIS Online, Survey123, Collector, and other mapping tools to document work and convey information to non-technical audiences.
- Time management
- Effective oral and written communications and can convey messages clearly and persuasively. Excellent public speaking skills.
- Organizational management - has a strong understanding and ability to organize efficiently and the ability to develop or use systems for tracking implementation and accomplishments of several complex projects.
- While not conditions of employment, SAF Certified Forester and FAA Part 107 Remote Pilot certification are recommended.
- Ability to work on uneven terrain in all weather 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 and requires in-person attendance 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:**

- Experience with government procurement rules, contracting, and administration.
- Experience providing technical assistance, education, and educational materials to non-professional audiences, especially forest landowners.

- Experience with Forest Stewardship Plan and Forest Management Plan development.
- Current knowledge of Forest Practices rules; Forest Practices Board Manual guidance; and DNR Forest Practices policies, procedures, and practices.
- Previous experience working with small forest landowners..

## **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:**

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](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 Kevin Killian at (360) 708-7800, [kevin.killian@dnr.wa.gov](mailto:kevin.killian@dnr.wa.gov) or Matt Provencher, [matthew.provencher@dnr.wa.gov](mailto:matthew.provencher@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).

### **Service 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 a Bachelor of Science in forestry, natural resources, or closely related field from an accredited program AND 2 years of field experience in forest management in the pacific northwest or similar environment. OR Associate's Degree in forestry, forestry education, or closely related field from an accredited program AND 4 years of field experience in forest management in the Pacific Northwest or similar environment?
  - Yes
  - No
  
- \* 4. Do you have experience in general forest management activities such as forest road design and construction, timber management planning, silviculture techniques, reforestation methods, and timber harvest boundaries?
  - Yes
  - No
  
- \* 5. Do you have experience using forestry tools such as measuring and hand tools?
  - Yes
  - No
  
- \* 6. Do you have experience teaching or providing group presentations?
  - Yes
  - No
  
- \* 7. Are you proficient with computers, Microsoft Office applications, and SharePoint?
  - Yes
  - No
  
- \* 8. Do you have experience with Geographic Information Systems (GIS), including ArcMap, ArcGIS Online, Survey123, Collector, and other mapping tools to document work and convey information to non-technical audiences?
  - Yes
  - No

