

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

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

## Federal Lands Environmental Planning Program Manager, Environmental Planner 5

**SALARY:** \$6,260.00 - \$8,421.00 Monthly  
\$75,120.00 - \$101,052.00 Annually

**OPENING DATE:** 07/27/22

**CLOSING DATE:** 08/22/22 11:59 PM

**DESCRIPTION:**



WASHINGTON STATE DEPARTMENT OF  
**NATURAL RESOURCES**



**Federal Lands Environmental Planning Program Manager, Environmental Planner 5  
Recruitment #2022-7-A123**

**Full-time, Permanent, Represented position**

**Location: Natural Resources Building- Olympia, WA**

**Telecommuting for adjusted office hours and location consideration is negotiable upon hire to accommodate current policies.**

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

Are you someone who wants to contribute towards critical work that supports land management decisions on federal forests, rangelands, and watersheds? The Washington State Department of Natural Resources (DNR) is looking for qualified candidates for the Federal Lands Planning Program Manager (Environmental Planner 5) within the Federal Lands Section of the Forest Resiliency Division. This position works statewide across National Forest System Lands and Bureau of Land Management Lands to develop and execute short and long-term environmental planning projects under the National Environmental Policy Act (NEPA), including Environmental Impact Statements, Environmental Assessments, and Categorical Exclusions.

In this role, you will work directly for the Federal Lands Assistant Division Manager, and alongside a robust Operations Program to strategically and tactically plan and coordinate NEPA planning projects through contracted services, or directly through your team. This position is anticipated to supervise a professional group of specialists ranging from fisheries and wildlife biology to soils and geologic science and archeology. You will work with a broad variety of project types from environmental surveys to technical report writing and review that contribute towards final decision making on federal projects. In addition, you will coordinate with DNR staff overseeing the department's 20-Year Forest Health Strategic Plan: Eastern Washington and 2020 Forest Action Plan to support the goals and strategies of these plans to ensure cohesive function related to

accelerating federal planning efforts.

The federal government manages about 44 percent of Washington's 22.4 million acres of forested land, and through our Federal Lands Section within the Forest Resilience Division we aim to bring state capacity and resources to achieve our shared goals for maintaining and restoring the health of forest ecosystems on national forest lands today and into the future.

## **DUTIES:**

### **Responsibilities:**

- Development and management of the Federal Lands Environmental Planning Program (FLEPP) portfolio of work including oversight of program reporting, deliverables, and budget accountability.
- Develop and implement the long term vision, goals, programmatic objectives, organizational management, and coordination of FLEPP to meet long-term program targets and support federal partner planning efforts through direct analysis of resources needed to bring federal environmental planning efforts through to final decision signature.
- Serves as the principle consultant and project coordinator for NEPA planning activities conducted by the program, primarily with the use of the department's Good Neighbor Authority (GNA) agreements.
- Coordinate closely with federal partner planning managers and specialists in planning activities conducted by the FLEPP through regular engagement at the field, virtual, or in-person meetings to ensure projects meet or exceed expectations and requirements.
- Develop and administer contracting resources to expand the capacity of FLEPP through public state advertisement and bidding systems and processes.
- Support agreement development as a subject matter expert in federal partner needs tied to NEPA planning.
- Provide supervision, guidance, and mentorship of up to five full-time staff: one Environmental Planner and four Natural Resource Scientists.

## **QUALIFICATIONS:**

### **Required Qualifications:**

- Bachelor's degree (or greater) in Forestry, Natural Resources, Environmental Planning, or related field.
- Seven years of professional experience in natural resource, biological sciences, land use, urban, environmental planning and/or management.
- DNR Core Competencies:
  - Personal Accountability
  - Value Others
  - Compassionate Communication
  - Inspire Others
  - Commitment to Excellence

### **Conditions of Employment:**

- 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.
- Work is performed primarily in an office setting and in other meeting locations or field environments. Field work may require walking over steep and rugged terrain and in inclement weather.
- Position requires travel for meetings and field visits estimated up to 40% of time. This requires travel to regions, national forests, and other locations statewide. Interstate travel may be required at times.
- 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.

**Desired Qualifications:**

- Master’s degree (or greater) in Forestry, Natural Resources, or related field.
- Five years of professional experience in natural resource, biological sciences, land use, urban, environmental planning and/or management, preferably in the Northwestern United States.
- Experience with program management or development including; official development of policies and procedures, fiscal and budget design, and creation of state-wide management plans.
- Experience with interstate and interagency coordination and consultation on natural resource related policy and environmental planning.
- 3+ Years of demonstrated experience participating in the NEPA planning process required to complete Categorical Exclusions, Environmental Assessments, or Environmental Impact Statements on Federal, State, or Private lands.
- A Working Knowledge of: Advanced environmental planning principles, techniques, current and historic trends, environmental laws, policies and programs concerning all phases of Federal and State natural resource planning; and Technical Studies and associated field sampling techniques, typical of environmental studies used to inform environmental planning document final decisions.
- Ability to:
  - Accept responsibility for assigned tasks and activities;
  - Coalesce and develop a broad array of independent work plans and long-range work plans, think conceptually, observe and interpret trends, analyze data, identify key relationships, and draw logical conclusions
  - Maintain an effective working relationships with stakeholders, agency partners, and other relevant groups engaged in federal land
  - Address large groups and write effectively;
  - Work independently or as part of a team on assigned tasks
  - A demonstrated knowledge of federal policies and procedures implemented under the USFS and other federal agencies, including the National Environmental Planning Act (NEPA), the Agricultural Act of 2014 (2014 U.S. Farm Bill), Clean Water Act, Endangered Species Act, National Historic Preservation Act, and other federal policies typically associated with implementation and planning of federal projects.

**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.
- 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](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 Trevor McConchie at [trevor.mcconchie@dnr.wa.gov](mailto:trevor.mcconchie@dnr.wa.gov), 360-688-0321 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).

- \* 1. Please describe what interests you about the Department of Natural Resources and the Federal Lands Environmental Planning Program.
  
- \* 2. Please describe what a diverse and inclusive work environment means to you.
  
- \* 3. Do you have a Bachelor's degree (or greater) in Forestry, Natural Resources, Environmental Planning, or related field?
  - Yes
  - No
  
- \* 4. Have you attached a copy of your college degree certificate or an unofficial copy of your transcripts? This is a required attachment.
  - Yes
  - No
  
- \* 5. Do you have seven years of professional experience in natural resource, biological sciences, land use, urban, environmental planning and/or management?
  - Yes
  - No
  
- \* 6. Please describe your experience and familiarity working with the Federal, State, and or Private environmental planning processes, policy, and laws.
  
- \* 7. Please provide your experience conducting scientific studies and research in the forestlands, rangelands, or watersheds that would be typical of working in the field of natural resources on undeveloped lands, Wildland Urban Interfaces, or other environments found in the Western public lands.
  
- \* 8. Please describe any experience you have working with Good Neighbor Authority agreements or projects.
  
- \* 9. Do you have a valid driver's license and at least two years of driving experience?
  - Yes
  - No
  
- \* 10. 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
- Zip recruiter
- Diversity.com
- Other (please specify below)

11. If you answered "other" to the previous question, please specify how you learned of this employment opportunity in the space below.

\* Required Question