

**State of Washington
 Dept. of Natural Resources
 invites applications for the position of:
 Forest Nursery Program Manager, WMS1**



SALARY: \$5,729.00 - \$7,312.00 Monthly
 \$68,748.00 - \$87,744.00 Annually

OPENING DATE: 02/04/21

CLOSING DATE: 03/07/21 11:59 PM

DESCRIPTION:



WASHINGTON STATE DEPARTMENT OF
NATURAL RESOURCES



**Forest Nursery Program Manager
 Recruitment #2021-02-0464**

This is a Full-time, Permanent, Washington Management Service (WMS1) position.

Want to join something GREAT and make a difference?

The Department of Natural Resources (DNR) has an exciting job opportunity within our Forest Resources Division. This position is responsible for managing Webster Forest Nursery, one of the premier state forest seedling nurseries in the country. Our staff have grown and shipped 895 million seedlings since the nursery was established in 1957. These seedlings have been planted on public, private, and DNR-managed forest lands throughout Washington and nearby states. Though we have invested heavily in our facilities, equipment, and staff in the last 15 years, we will continue to see investments in existing and new infrastructure, staff, and equipment. This is a fantastic opportunity to lead a high functioning program which provides a critical public service into the next decade.

Webster Forest Seedling Nursery has 150 acres of tillable fields, 75,000 square feet of Argus climate controlled greenhouses, and an active research program focused on operational production of forest seedlings. Additional facilities at our 270 acre complex in Tumwater, Washington include 13 high capacity irrigation wells, 24 buildings containing 66,000 square feet, and a total asset value (facilities, equipment, and supplies) of \$57 million.

DUTIES:

This position is responsible for:

- Oversight of facilities and operations for planting and growing 8-10 million seedlings annually to meet the Department's statewide reforestation requirements and for purchase by small forest landowners;
- Management of the nursery revolving fund and \$4 million annual budget, including monitoring fund balances, revenues, expenditures, and variances; recommends adjustments to DNR seedling prices in order to generate the revenue required for funding nursery operations;
- Coordination of DNR seedling orders with the Seed Plant and region operations staff;
- Contracting with the private sector for production of greenhouse seedlings for DNR state lands that are beyond the capacity of the Nursery;
- Determination of the number and price of seedlings for sale to the public;
- Pursuing seedling contracts with public sector businesses in order to produce revenue from excess bareroot nursery capacity;
- Coordination of integrated pest management and pesticide safety, including implementation of environmental protection measures, including monitoring water quality and storm runoff;
- Supervision of staff including staff/facility safety measures, staff assignments, staff development, performance standards and measurements, staff accountability, and training;
- Oversight of research and development of improved nursery management technology and seedling growing practices;
- Providing technical input into agency policies and procedures related to reforestation operations; and
- Analyzing, developing, and reviewing legislation pertinent to nursery operations (e.g. legislation impacting pesticide use, procurement procedures, and facilities contracting).

Other duties include:

- Ensuring that subordinates perform immediate crop-saving work at any hour or day (e.g., frost protection measures or irrigation) during emergencies or inclement weather conditions;
- Providing technical expertise as a critical team member of DNR's Silviculture program; and
- Collaborating and conducting outreach with customers, other nurseries, research cooperatives, professional organizations, and other stakeholders as needed.

QUALIFICATIONS:

Required Qualifications:

- Bachelor's degree in Forest Management, Silviculture, Horticulture, or Agriculture, or closely related science with an emphasis on crop production;
- Minimum of five years of professional experience in forest nursery, forest management, or production agriculture operations;
- Experience developing and managing contracts and budgets including setting appropriate expectations, deliverables, and prices;
- Ability to communicate effectively both verbally and in writing to diverse audiences;
- Experience using computer hardware and software, including email, electronic filing, calendar, videoconferencing, presentation, spreadsheet, and data base applications.
- Experience with regional forestry rules, regulations, and reforestation practices; including state forest practice rules, reforestation, stand management, species selection, seed zones, and seedling stock type selection;
- Experience with agriculture, forestry, and/or nursery research methods including the utilization of operational research for process improvement and data driven decision making.
- 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.
- The incumbent in this position is required to travel.

Our ideal candidate will also have the qualifications listed below:

- Master's or Doctorate degree in Forestry, Silviculture, Agriculture, Horticulture, or Business Operations.
- Two years of experience managing container and/or bareroot forest nursery operations.
- Five years of experience supervising or managing staff, including; employee hiring, training, disciplinary actions, and conflict resolution
- Experience effectively communicating, collaborating, and negotiating with diverse groups of people including industry organizations, public customers, corporate customers or suppliers, elected officials, and/or the public;
- Experience with business and program management, including determining appropriate production levels and prices, quality control, leadership, and development of staff.
- Experience with facilities and equipment maintenance, improvement, and construction projects.

SUPPLEMENTAL INFORMATION:

Location:

One of the world's most scenic places, Washington State offers breathtaking discoveries for people who love natural beauty and outdoor recreation, from the Pacific Coast shores to the rugged Cascade Mountains to the rolling hills of the Palouse. Your office will be located in Tumwater. For more information on this area visit, <https://www.ci.tumwater.wa.us/>

Due to the COVID-19 pandemic, telework (mobile-work) is expected for most office activities. However, this is an essential position and the incumbent will need to report to their assigned duty station for work activities, or may be approved for partial telework based on DNR's telework policy.

About the Department of Natural Resources (DNR).

Our mission is to manage, sustain, and protect the health and productivity of Washington's lands and waters to meet the needs economically and socially for current and future generations. 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.

DNR provides excellent benefits a few of those include:

- Commitment to organizational health and wellness
- Diversity, Equity and Inclusion Council
- Leadership that empowers and supports employees
- Work/life balance
- Leadership development opportunities
- Educational aid and career development stipends
- Public Service Loan Forgiveness Eligibility
- Opportunities to participate in wildland fire suppression assignments
- Opportunities to stretch your professional skills
- 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.

How to Apply:

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.

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.

Application Requirements:

- 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.

Veteran's 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!

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.

DNR is an Equal Opportunity Employer and prohibits discrimination and harassment of any kind.

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

Questions? Please Calvin Ohlson-Kiehn at 360-701-1452, Calvin.ohlson-kiehn@dnr.wa.gov or e-mail us at DNRrecruiting@dnr.wa.gov

Forest Nursery Program Manager, WMS1 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's degree in Forest Management, Silviculture, Horticulture, or Agriculture, or closely related science with an emphasis on crop production?
 - Yes
 - No
- * 4. Do you have a minimum of five years of professional experience in forest nursery, forest management, or production agriculture operations?
 - Yes
 - No
- * 5. Do you have experience developing and managing contracts and budgets including setting appropriate expectations, deliverables, and prices?
 - Yes
 - No
- * 6. Do you have experience using computer hardware and software, including email, electronic filing, calendar, videoconferencing, presentation, spreadsheet, and data base applications?
 - Yes

No

- * 7. Do you have experience with regional forestry rules, regulations, and reforestation practices; including state forest practice rules, reforestation, stand management, species selection, seed zones, and seedling stock type selection?

 Yes No

- * 8. Do you have experience with agriculture, forestry, and/or nursery research methods including the utilization of operational research for process improvement and data driven decision making?

 Yes No

- * 9. Do you have a valid driver's license and at least two years of driving experience?

 Yes No

- * 10. Where did you originally hear about this job (i.e. friend, newspaper, careers.wa.gov, specific job board website)?

* Required Question