



State of Washington Straits Engineer, Civil Engineer 2 (CE2)/Civil Engineer 1 (In-Training)

SALARY	\$4,517.00 - \$7,043.00 Monthly \$54,204.00 - \$84,516.00 Annually	LOCATION	Clallam County - Port Angeles, WA
JOB TYPE	Full Time - Permanent	JOB NUMBER	2024-12-7267-13328
DEPARTMENT	Dept. of Natural Resources	OPENING DATE	12/05/2024
CLOSING DATE	2/5/2025 11:59 PM Pacific	SALARY INFORMATION	The high end of the salary range, Step M is typically a longevity step

Description



Straits Engineer, Civil Engineer 2 (CE2)/Civil Engineer 1 (In-Training)

Recruitment #2024-12-7267

Full-time, Permanent, Represented position

Location: Olympic Region- Port Angeles, WA

Work Hours and flexibility may be available and considered

Salary: \$4,517.00 - \$7,043.00 Monthly

Recruitment extended. Review of applications is ongoing. We reserve the right to make a hiring decision or close this recruitment at any time after 12/24/2024. It is in your best interest to submit materials as soon as possible.

Want to join something GREAT and make a difference?

Olympic Region is actively seeking a **Forest or Civil Engineer** for the Straits District. The duty station is in Port Angeles, Washington on the Olympic Peninsula. The varied terrain and high rainfall in the Olympic Region provide many engineering challenges in forest road layout and maintenance. The successful candidate will be in charge of developing road plans for the Straits District Timber Sale Program, which will include evaluating existing roads and structures, locating new road locations, designing new stream crossing structures, and doing harvest system analysis.

Qualifying experience for the Professional Engineer License may be signed off on for engineers with the Engineering in Training certification. The position is based in Port Angeles and covers the Straits District, from the West side of Lake Crescent, along the Straits, and down the coast to the Mason County line. The community of Port Angeles is up-and-coming but with a small-town feel. Many of the amenities that you expect in a larger town can be found here, everything from a movie theater to boutique dining and shopping options. Fishing, hunting, hiking, kayaking, mountains, and the coast are in the backyard.

In this position, you will interact with professionals having diverse talents and skill sets. You will have the opportunity to work frequently with other engineers, foresters, wildlife biologists, GIS professionals, geologists, and heavy equipment

operators, to name a few. Collaboration is one of our agency's core goals and it is our belief you will benefit by learning while working side by side with others in these fields and other fields as they learn from you.

Duties

Responsibilities:

- Detail-oriented project work and consultation
- Manage forest road projects from initial scoping to closing out construction
- Collaborating between different partners in the Region in the process of putting together road and streamcrossing projects
- Creating and maintaining respectful working relationships
- Providing recommendations for actions on bridges, culverts, and other maintenance needs on forest roads
- Providing recommendations on corrections to fish barriers
- Thinking critically and strategically while also meeting project deadlines
- Being part of a dynamic and energetic team

Qualifications

This may be filled as an in-training position. This is designated as a 12-18 month training plan. 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 considered as **Civil Engineer 1 (In-Training)** or **Civil Engineer 2 (CE2)**, depending on qualifications.

Required Qualifications:

Civil Engineer 1 (In-Training)

(Salary range: \$4,517.00 - \$6,077.00 per month):

- A bachelor's degree in Forest or Civil Engineering or related field;
OR an equivalent combination of education and/or experience.
- Strong written and verbal communication skills.
- Ability to navigate in the field using maps, compass, and orthophotos.
- Commitment to fostering and supporting an environment that honors diversity, equity, inclusion, and environmental justice practices.
- Perform assigned duties in a manner consistent with applicable laws, regulations and public records retention and requests are followed.
- DNR Core Competencies:
 - Personal Accountability
 - Value Others
 - Compassionate Communication
 - Inspire Others
 - Commitment to Excellence

Civil Engineer 2 (CE2)

(Salary range: \$5,241.00 - \$7,043.00 per month):

- A bachelor's degree in Forest or Civil Engineering or related field,
AND One year of experience in forest or civil engineering or related field;
OR an equivalent combination of education and/or experience.
- Knowledge of theory, policy, principles, and practices of the forest engineering profession as applied to Northwestern United States (i.e., fundamentals of markets and economics, sales layout, logging methods, road engineering, water quality, watershed management, fish passage design.)
- Knowledge of current forest practices rules, forestry laws, and practices.
- Experience with timber sales road plan preparation and administration.
- Experience with facilitation and negotiation.
- Experience with navigating in the field using maps, compasses, and orthophotos.

- Well-developed written and verbal communication skills.
- Ability to write professional correspondence and technical documents.

Special Requirements and Conditions of Employment:

- The position's assigned duty station is the Olympic Region office in Port Angeles. This is a field engineer position with approximately 60% of the work performed outdoors, alone, and in remote areas. The ability to perform arduous work while traversing steep, rugged terrain under a full spectrum of environmental conditions is necessary. Approximately 30% of the work involved is performed in a typical office setting. The remaining 10% is operating a motor vehicle.
- Travel outside the region for training sessions and wildland fire incidents is necessary, but not exceedingly different than the normal field and office settings described. The employee is eligible for per diem and lodging costs when in travel status, except when provided. A commute will be required to reach most job sites and trainings. The use of an assigned vehicle will be the primary mode of travel. However, the use of specialty vehicles and pool vehicles will be used when specific tasks or efficiency dictate.
- A valid unrestricted 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.

Desired Qualifications:

- Experience with forest engineering objectives and timber harvest planning.
- Ability to use GIS software to create maps and manage data.
- Knowledge of road design and drafting software such as RoadEng and AutoCAD.
- Familiarity with current software used in word processing, spreadsheets, and forestry applications.

Don't let doubts stop you from applying for this position - If you have any questions about the required qualifications or how your past experience relates to them, please contact us at DNRrecruiting@dnr.wa.gov. A note to potential candidates: Studies have shown that women, trans, non-binary, Black, Indigenous, and people of color (BIPOC) are less likely to apply for jobs unless they feel they meet every qualification as described in a job description. We value diversity and inclusion in our organization, and we are looking for the best person for the job. Don't hesitate to apply!

Supplemental Information

Application Requirements:

- **Apply online:** at www.careers.wa.gov (Click on the APPLY button above).
- **Letter of interest:** describing your specific qualifications to the position and position required, desired, and special requirements.
- **Resume:** that details your experience and qualifications.
- **References:** at least three professional references with current telephone numbers— you may attach a document, use the References text field in the online application, or include it with your resume.
- **Important:** Do not attach any documents that include photos or private information (social security number, year of birth, etc.).
- **Complete all supplemental questions.**
- Candidates who move forward in the recruitment process may be contacted via email at info@governmentjobs.com with interview information/scheduling instructions. Please monitor the email listed in your application materials and check your junk email folder to ensure you receive those communications.

Questions? Please contact Gregory Ellis at Gregory.Ellis@dnr.wa.gov / (360) 461-5138 or e-mail us at DNRrecruiting@dnr.wa.gov.

Persons needing accommodation in the application/testing process or this job announcement in an alternative format may call (360) 522-2500 or email DNRrecruiting@dnr.wa.gov. Applicants who are deaf or hard of hearing may call through the [Washington Relay Service](#) by dialing 7-1-1 or 1-800-833-6384.

[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.

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 which 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 benefits 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.

Additional Information:

This recruitment may be extended and may also be used to fill future similar vacancies for up to sixty (60) days.

DNR does not use the E-Verify system. For more information, please visit www.uscis.gov.

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 it. We thank you and are grateful for your service!

Equal Opportunity Employer: The Washington State 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.

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.

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

Benefits

More than Just a Paycheck!

Employee benefits are not just about the kind of services you get, they are also about how much you may have to pay out of pocket. Washington State offers one of the most competitive benefits packages in the nation.

We understand that your life revolves around more than just your career. Like everyone, your first priority is ensuring that you and your family will maintain health and financial security. That’s why choice is a key component of our benefits package. We have a selection of health and retirement plans, paid leave, staff training and other compensation benefits that you can mix and match to meet your current and future needs.

Read about our benefits:

The following information describes typical benefits available for full-time employees who are expected to work more than six months. Actual benefits may vary by appointment type or be prorated for other than full-time work (e.g. part-time); view the job posting for benefits details for job types other than full-time.

Note: If the position offers benefits which differ from the following, the job posting should include the specific benefits.

Insurance Benefits

Employees and their families are covered by medical (including vision), dental and basic life insurance. There are multiple medical plans with affordable monthly premiums that offer coverage throughout the state.

Staff are eligible to enroll each year in a medical flexible spending account which enables them to use tax-deferred dollars toward their health care expenses. Employees are also covered by basic life and long-term disability insurance, with the option to purchase additional coverage amounts.

To view premium rates, coverage choice in your area and how to enroll, please visit the [Public Employees Benefits Board \(PEBB\) website](#). The [Washington Wellness](#) program from the Health Care Authority works with PEBB to support our workplace [wellness programs](#).

[Dependent care assistance](#) allows the employee to save pre-tax dollars for a child or elder care expenses.

Other insurance coverage for auto, boat, home, and renter insurance is available through payroll deduction.

The [Washington State Employee Assistance Program](#) promotes the health and well-being of employees.

Retirement and Deferred Compensation

State Employees are members of the Washington Public Employees' Retirement System (PERS). New employees have the option of two employer contributed retirement programs. For additional information, check out the [Department of Retirement Systems' web site](#).

Employees also have the ability to participate in the [Deferred Compensation Program \(DCP\)](#). This is a supplemental retirement savings program (similar to an IRA) that allows you control over the amount of pre-tax salary dollars you defer as well as the flexibility to choose between multiple investment options.

Social Security

All state employees are covered by the federal [Social Security](#) and Medicare systems. The state and the employee pay an equal amount into the system.

Public Service Loan Forgiveness

If you are employed by a government or not-for-profit organization, and meet the qualifying criteria, you may be eligible to receive student loan forgiveness under the [Public Service Loan Forgiveness Program](#).

Holidays

Full-time and part-time employees are entitled to paid holidays and one paid personal holiday per calendar year.

Note: Employees who are members of certain Unions may be entitled to additional personal leave day(s), please refer to position specific [Collective Bargaining Agreements](#) for more information.

Full-time employees who work full monthly schedules qualify for holiday compensation if they are employed before the holiday and are in pay status for at least 80 nonovertime hours during the month of the holiday; or for the entire work shift preceding the holiday.

Part-time employees who are in pay status during the month of the holiday qualify for the holiday on a pro-rata basis. Compensation for holidays (including personal holiday) will be proportionate to the number of hours in pay status in the month to that required for full-time employment, excluding all holiday hours. Pay status includes hours worked and time on paid leave.

Sick Leave

Full-time employees earn eight hours of sick leave per month. Overtime eligible employees who are in pay status for

less than 80 hours per month, earn a monthly proportionate to the number of hours in pay status, in the month to that required for full-time employment. Overtime exempt employees who are in pay status for less than 80 hours per month do not earn a monthly accrual of sick leave.

Sick leave accruals for part-time employees will be proportionate to the number of hours in pay status, in the month to that required for full-time employment. Pay status includes hours worked, time on paid leave and paid holiday.

Vacation (Annual Leave)

Full-time employees accrue vacation leave at the rates specified in [WAC 357-31-165](#)(1) or the applicable collective bargaining agreement (CBA). Full-time employees who are in pay status for less than 80 nonovertime hours in a month do not earn a monthly accrual of vacation leave.

Part-time employees accrue vacation leave hours in accordance with [WAC 357-31-165](#)(1) or the applicable collective bargaining agreement (CBA) on a pro rata basis. Vacation leave accrual will be proportionate to the number of hours in pay status, in the month to that required for full-time employment.

Pay status includes hours worked, time on paid leave and paid holiday.

As provided in [WAC 357-58-175](#), an employer may authorize a lump-sum accrual of vacation leave or accelerate the vacation leave accrual rate to support the recruitment and/or retention of a candidate or employee for a Washington Management Service position. Vacation leave accrual rates may only be accelerated using the rates established WAC 357-31-165.

Note: Most agencies follow the civil service rules covering leave and holidays for **exempt** employees even though there is no requirement for them to do so. However, agencies are required to adhere to the applicable RCWs pertaining holidays and leave.

Military Leave

Washington State supports members of the armed forces with 21 days paid military leave per year.

Bereavement Leave

Most employees whose family member or household member dies, are entitled to three (3) days of paid bereavement leave. In addition, the employer may approve other available leave types for the purpose of bereavement leave.

Additional Leave

[Leave Sharing](#)

[Parental Leave](#)

[Family and Medical Leave Act \(FMLA\)](#)

[Leave Without Pay](#)

Please visit the [State HR Website](#) for more detailed information regarding benefits.

Updated 12-31-2022

Employer

State of Washington

Address

[View Job Posting for Agency Information](#)

[View Job Posting for Location, Washington, 98504](#)

Phone

[View Posting for Agency Contact](#)

Website

<http://www.careers.wa.gov>

Straits Engineer, Civil Engineer 2 (CE2)/Civil Engineer 1 (In-Training) Supplemental Questionnaire

***QUESTION 1**

Please describe what interests you about the Department of Natural Resources.

***QUESTION 2**

Please describe what a work environment based on diversity, equity, inclusivity and belonging means to you.

***QUESTION 3**

Do you have a bachelor's degree in Forest or Civil Engineering or related field; OR an equivalent combination of education and/or experience?

- Yes
 No

***QUESTION 4**

Do you have a valid unrestricted driver's license and at least two years of driving experience?

- Yes
 No

***QUESTION 5**

Do you now, or will you in the future, require sponsorship for employment visa status (e.g., H-1B visa status, etc.) to work legally for our agency in the United States? DNR is not an E-Verify agency.

- Yes
 No
 Unsure

***QUESTION 6**

Where did you originally 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

- Zip Recruiter
- Diversity Jobs
- Facebook
- Other (please specify below)

QUESTION 7

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

* Required Question