



State of Washington
**Forest Practices Engineer, Civil Engineer 3/Civil Engineer 2
 (CE3 In-Training)**

SALARY	\$5,088.00 - \$7,932.00 Monthly \$61,056.00 - \$95,184.00 Annually	LOCATION	Thurston County – Olympia, WA
JOB TYPE	Full Time - Permanent	REMOTE EMPLOYMENT	Flexible/Hybrid
JOB NUMBER	2023-11-7338-14941	DEPARTMENT	Dept. of Natural Resources
OPENING DATE	11/21/2023	CLOSING DATE	Continuous
SALARY INFORMATION	The high end of the salary range, Step M is typically a longevity step		

Description



WASHINGTON STATE DEPARTMENT OF
NATURAL RESOURCES



Forest Practices Engineer, Civil Engineer 3/Civil Engineer 2 (CE3 In-Training)

Recruitment #2023-11-7338

Full-time, Permanent, Represented position

Location: Natural Resources Building- Olympia, WA

Location and Partial Telework flexibility may be available and considered

Relocation Compensation may be available and considered

Salary: \$5,088.00 - \$7,932.00 Monthly

Review of applications is ongoing. We reserve the right to make a hiring decision or close this recruitment at any time after 11/28/21. It is in your best interest to submit materials as soon as possible.

Want to join something GREAT and make a difference?

Are you a licensed professional engineer or do you want to gain the experience to obtain your professional engineering license? DNR is seeking a licensed civil engineer or civil engineer-in-training to work in forested environments evaluating proposed road designs, cable logging systems, and fish-passable stream crossings. Benefits of the position include a healthy work-life balance, statewide travel, and working with staff and stakeholders who enjoy the outdoors.

This position will use your civil engineering talents to promote stewardship of Washington's natural resources. This position provides essential inputs to the regulation and enforcement of the Forest Practices Act and Rules whose purpose is to protect public safety, public resources, and capital improvements of the state and to support a viable forest products industry. The successful candidate will work under the supervision of the Forest Practices Program Civil Engineer independently and with a team of resource experts to manage a portfolio of short-duration civil engineering reviews related to proposed forest practices and will contribute civil engineering expertise to state regulation of forest resources, water quality, and wildlife conservation.

This position has an assigned vehicle so driving is a critical skill, and because the position works statewide some overnight travel is required.

Duties

Responsibilities:

This position provides civil engineering technical expertise to regulatory approval reviews of proposed forest practices involving roads, fish passage barriers, and cable logging systems, before and after such proposals are formally submitted by landowners for approval to implement. Examples of proposals reviewed include:

- Construction of fish passable water crossings including bridges, culvert pipes, and low-water fords.
- Roads to be constructed on unstable slopes or landforms located in mountainous terrain and have the potential to impact public safety, public resources, or capital improvements of the state.
- Cable logging systems proposing to suspend log loads have the potential to impact soil resources, trigger landslides, or impact public safety, public resources, and capital improvements of the state.
- Inspection of completed fish passage structures that require engineering evaluation to validate the correct installation.
- Contributing civil engineering expertise in support of regulatory enforcement actions under the Forest Practices Act or Rules.

In this position, you will use strong written and oral communication, civil engineering analysis, and team participation skills serving on interdisciplinary review teams with Region Forest Practices Program staff and partners from other state agencies, affected tribes, as well as landowners and their consultants.

Licensed PE Candidates –

In this position, you will:

- Participate independently and on interdisciplinary review teams, assessing proposed forest practices for permitting and compliance, including field and office reviews, for purposes of advising decision-makers about the civil engineering aspects of proposals.
- Work on short-duration projects showcasing your experience and skills in designing, inspecting, and reviewing submitted plans for fish passable water crossing structures, road construction and maintenance, and cable logging systems including yarding corridors.
- Review engineering plans and technical drawings and specifications for errors and omissions, including recommending corrections.
- Perform hydraulic design calculations and stream simulations for water-crossing structures.
- Prepare and inspect engineering project management and contract requirements.
- Provide land surveying services using standard surveying principles.
- Implement water quality regulations and storm-water pollution plans.

Civil Engineer-in-Training Candidates –

In this position you will learn to carry out the tasks described under “Licensed PE Candidates” above, and will also have the opportunity to gain knowledge, skills, and experience with the following:

- Implementing and complying with state regulations, particularly the Forest Practices Act and Rule requirements, for hydraulic projects; road construction, maintenance, and road abandonment projects; and cable logging systems.
- Employing construction techniques and equipment.
- Performing land surveys using standard surveying principles.
- Participating in interdisciplinary office and field reviews for purposes of advising decision-makers about the civil engineering aspects of proposals.
- Forest Practices Act and Rules requirements for roads, cable logging systems, and hydraulic projects; as well as water typing, riparian management zone and wetland delineation, and forest hydrology reviews.
- Reviewing and regulating water quality requirements and storm-water pollution plans.

Qualifications

This may be filled as an in-training position. This is designated as a 24-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 2 (CE3 In-Training)** or **Civil Engineer 3**, depending on qualifications.

Civil Engineer 2 (CE3 In-Training) required qualifications

(Salary range: \$5,088 - \$6,838 per month):

- Bachelor of Science Degree in Civil Engineering, Forest Engineering, or other closely related engineering branch.
- At least one year experience in:
 - The design of fish passable water crossing structures on roads.
 - Road design.
 - Management and inspection of road construction and maintenance.
 - Working with technical drawings and specifications.
- Knowledgeable of:
 - Hydraulic design calculations.
 - Stream simulation structure design.
 - Project management and planning; contract preparation, administration, and compliance; construction techniques and equipment; surveying and surveying principles.

- Permitting processes including field and/or office assessment of permits for compliance with hydraulic projects and road construction/abandonment rules.
- Water typing and riparian management zone delineation, riparian and wetland delineation, and forest hydrology.
- Water-quality regulations and stormwater pollution prevention plans.

Civil Engineer 3 required qualifications:**(Salary range: \$5,900-\$7,932 per month):**

- Bachelor of Science Degree in Civil Engineering, Forest Engineering, or other closely related engineering branch.
- At least three years experience in:
 - The design of fish passable water crossing structures on roads.
 - Road design.
 - Management and inspection of road construction and maintenance.
 - Working with technical drawings and specifications.
 - Hydraulic design calculations.
 - Stream simulation structure design.
 - Project management and planning; contract preparation, administration, and compliance; construction techniques and equipment; surveying and surveying principles.
 - Permitting processes including field and/or office assessment of permits for compliance with hydraulic projects and road construction/abandonment rules.
 - Water typing and riparian management zone delineation, riparian and wetland delineation, and forest hydrology.
 - Water-quality regulations and stormwater pollution prevention plans.
- Demonstrated success in contributing to large-scale engineering projects including proven ability to complete their assigned tasks within the requisite time frames.
- Ability to efficiently and effectively manage multiple projects under multiple timelines within a high-stress environment while maintaining a positive attitude,
- Ability to facilitate and achieve results within group meetings where diverse and competing backgrounds and objectives are present,
- Leadership and collaboration, including the ability to listen, understand, facilitate, and work skillfully and persuasively in teams. Motivating and positive presence.
- Knowledge of: Principles, practices, and methods of civil engineering, including such specialties as land surveying and mapping, hydraulic structures; arithmetic, geometry, calculus, and engineering formulas; cost estimating; materials testing; methods of stream measurement, including stream flow and scouring action.

Special Requirements and Conditions of Employment:

- The position's assigned duty station is the Natural Resources Building in Olympia. The work will be split between an office setting (30%) and in the field (70%). Fieldwork will be conducted in isolated, managed forests throughout Washington State. Must be able to traverse uneven terrain safely by foot and may be exposed to inclement weather, insects, and wildlife. Office work is done at a quasi-open workstation (i.e., "cubicle"). This workstation is subject to background noise such as nearby conversations and "white noise" generated by the heating and air conditioning system.
- Telework Compatible: The majority of the work assignments that would be conducted at the Natural Resource Building are telework compatible. The incumbent may apply for telework at the supervisor's discretion. Allowance for telework would not supersede the need to travel for in-person meetings, training events, or field visits across the state. When authorized and approved, the incumbent may perform duties via telework at their residence, a satellite work center, or another approved location.
- 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.
- An Engineer-in-Training Certificate issued by the Washington State Board of Registration for Professional Engineers and Land Surveyors or another state's jurisdiction. And, within two years of hire:
A professional engineering (PE) license in either civil, forest, or a closely aligned branch such as environmental, agricultural, or mining is required, issued by the Washington State Board of Registration for Professional Engineers and Land Surveyors.
OR:
If the incumbent possesses a PE license in either civil, forest, or a closely aligned branch such as environmental, agricultural, or mining from another state at the time of hire, it may be substituted for a Washington State PE license, provided the incumbent obtains a Washington State PE license within 6 months of hire

Desired Qualifications:

- Knowledgeable of:
 - Timber harvesting methods.
 - Riparian management zones.
- Experience in:
 - Timber harvest unit design and layout.
 - Skyline logging payload analysis.
 - Forest roads include locating and surveying P-lines, construction, and abandonment.
 - Surveying and use of equipment to collect and process field data for the design and construction of engineering projects.
 - Proficiency in AutoCAD, ArcGIS, HEC-RAS, TraversePC, RoadEng, and other engineering software programs.

Supplemental Information

Application Requirements:

- To be considered you must apply online at www.careers.wa.gov (Click on the APPLY button above).
- 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 it with your resume.
- Attach a copy of your college degree certificate or an unofficial copy of your transcripts. If you have questions regarding attaching this document please contact dnrrecruiting@dnr.wa.gov. If you do not attach your college degree certificate or an unofficial copy of your transcript your application will not move forward in the application process.
- **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 Teresa Ann Ciapusci at teresa.ciapusci@dnr.wa.gov (360) 999-7142 or e-mail us at DNRrecruiting@dnr.wa.gov

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. 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.

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

Agency

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>

Forest Practices Engineer, Civil Engineer 3/Civil Engineer 2 (CE3 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, and how you work with people whose opinion differs from your own.

***QUESTION 3**

Please describe your experience presenting civil engineering information to diverse audiences. If you do not have this experience type N/A.

QUESTION 4

Please describe how you demonstrated success contributing to large-scale engineering projects, including demonstrating a proven ability to complete assigned tasks within the requisite time frame. If you do not have this experience type N/A.

***QUESTION 5**

Do you have a Bachelor of Science Degree in Civil Engineering, Forest Engineering, or other closely related engineering branch?

- Yes
- No

***QUESTION 6**

Have you attached a copy of your college degree certificate or an unofficial copy of your transcripts? This is a required attachment. If you do not attach your college degree certificate or an unofficial copy of your transcript your application will not move forward in the application process.

- Yes
- No

***QUESTION 7**

Do you have at least one year experience in: The design of fish passable water crossing structures on roads; Road design; Management and inspection of road construction and maintenance AND Working with technical drawings and specifications?

- Yes
- No

***QUESTION 8**

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

- Yes
- No

QUESTION 9

Do you have an Engineer-in-Training Certificate issued by the Washington State Board of Registration for Professional Engineers and Land Surveyors or another state's jurisdiction? And, within two years of hire: A professional engineering (PE) license in either civil, forest, or a closely aligned branch such as environmental, agricultural, or mining is required, issued by the Washington State Board of Registration for Professional Engineers and Land Surveyors? OR: Possesses a

PE license in either civil, forest, or a closely aligned branch such as environmental, agricultural, or mining from another state at the time of hire, it may be substituted for a Washington State PE license, provided the incumbent obtains a Washington State PE license within 6 months of hire?

- Yes
- No

***QUESTION 10**

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 11

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

* Required Question