



State of Washington Civil Engineer 3 (CE3)

SALARY	\$6,259.00 - \$8,415.00 Monthly \$75,108.00 - \$100,980.00 Annually	LOCATION	Stevens County – Colville, WA
JOB TYPE	Full Time - Permanent	REMOTE EMPLOYMENT	Flexible/Hybrid
JOB NUMBER	2026-5-6491-04327	DEPARTMENT	Dept. of Natural Resources
OPENING DATE	05/22/2026	CLOSING DATE	6/21/2026 11:59 PM Pacific
SALARY INFORMATION	The high end of the salary range, Step M is typically a longevity step		

Description



Civil Engineer 3 (CE3)
Recruitment #2026-5-6491
Full-time, Permanent, Represented position (WFSE)
Location: Northeast Region - Colville, WA
Work hours and Partial Telework flexibility may be available and considered
Salary: \$6,259.00 - \$8,415.00 Monthly

Review of applications is ongoing. We reserve the right to make a hiring decision or close this recruitment at any time after 5/29/2026. It is in your best interest to submit materials as soon as possible.

Want to join something GREAT and make a difference?

The Department of Natural Resources (DNR) is looking for a **Civil Engineer 3** for DNR's Northeast Region. You will tackle engineering challenges that standard highway engineers rarely touch.

Based in rural Colville, WA, an outdoor enthusiast's dream location with rolling mountains reaching the blue sky, and green forests in every direction.

As our journey-level Civil Engineer 3, you will design and manage critical forest road networks, conduct structural bridge inspections, and engineer innovative fish passage structures. From surveying and database modeling to managing public

works contracts and heavy equipment crews, you will have the autonomy to solve diverse hydraulic and structural problems in Washington's most beautiful terrain.

Duties

Responsibilities:

Lead the preparation and technical review of timber sale road construction contracts. As a resource to the east uplands districts in the Northeast Region, this position provides expert support for developing construction contracts, road plans, and specialized support for timber sale compliance. This position also reviews timber sale road plans prepared by the District Engineer's. Provides expertise for field reconnaissance, cost estimating, and project implementation to District staff.

As the Region expert, you'll identify and mitigate fish blockages on Region road infrastructure. This includes assessment of fish barriers, interaction with tribes, environmental groups, and other state agencies during permitting, formulation of cost estimates, design of fish passable structures, contract preparation and implementation (including public works contracts), construction compliance inspections, monitoring, and documentation of all associated activities.

Identify and mitigate road maintenance issues. This position designs solutions for maintaining and repairing forest roads to meet Forest Practices standards for active and abandoned roads. This position is responsible for designing technical projects that will be subject to multi-disciplinary interest and/or regulatory groups.

Provide leadership to younger engineers within our unit. Supervise up to two civil engineer 2's, one engineering aide, and one heavy equipment operator. This position has the responsibility of ensuring the accuracy and timely submission of all team timesheets, managing leave requests, and assigning workflow.

Qualifications

Required Qualifications:

You must meet all the Required Qualifications and Competencies to be considered for this position. There are multiple pathways to meet qualifications, such as education, volunteer work, life skills, and experience. It is important that you clearly communicate in your application material that your skills align with the position and qualifications.

- Bachelor's of Science degree in Civil or Forest Engineering, or other closely related field; AND two years of Forest Engineering experience; OR an equivalent combination of education and/or experience.
- Experience in timber harvesting, forest road layout, and logging practices.
- Knowledge of Forest Practices and rules.
- Experience understanding, interpreting, and creating written, oral, and graphic directions, maps, plans, drawings, and specifications within the parameters of policies, state, and federal regulations.
- Experience with contract development and contract administration for road construction, road maintenance, and abandonment.
- Knowledge of logging and construction equipment, including construction costs, capabilities, and uses, and the time it takes to perform tasks.

Required Competencies:

- Competent in the use of Microsoft Office, including Word and Excel.
- 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

Special Requirements and Conditions of Employment:

- Position's assigned duty station is the NE Region Headquarters building in Colville, WA. Approximately half (50%) of the time is spent in an office environment, and approximately half (50%) in the field. Incumbent must be able to traverse uneven terrain in all weather conditions during outdoor work.
- Travel for meetings or trainings to other regions or the department headquarters in Olympia occurs on occasion.
- A current, valid driver's license and two years of driving experience. Additionally, DNR requires state drivers to possess a license that is not suspended, revoked, or restricted (for example, Occupational/Restricted Driver Licenses or requiring ignition interlock devices). 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:

These qualifications are not required. However, it can help you stand out as a candidate and should be highlighted in your application material.

- Professional Engineer registration.
- Proficient in AutoCAD, ARCGIS, TraversePC, ROADENG, and other engineering programs.
- Experience with GPS, Total Station, transit, laser level, and basic surveying tools (chain, clinometer, compass, plumb bob, and compass).
- Skill in supervision, leadership, and management.

At DNR, we value diversity and inclusion and are committed to hiring the best candidate for the job. Don't let doubts stop you from applying for this position. If you have any questions about the qualifications, please email us at DNRrecruiting@dnr.wa.gov.

Supplemental Information

Application Requirements: Failure to provide the listed documents may result in disqualification. If you have questions or difficulty attaching these documents, please contact DNRrecruiting@dnr.wa.gov.

- **Online Application:** Apply at www.careers.wa.gov (Click on the APPLY button above). You must complete the entire online application to be considered for the position.
- **Cover Letter:** Your cover letter should be tailored to this job posting. Be sure to highlight your qualifications for this role, directly address the requirements of the position, and explain why you're the best candidate for the job.
- **Resume:** Your resume should consist of your work history, education, volunteer work, life skills, experience, and any other relevant information associated with the position.
- **References:** References are optional at the time your application is submitted. Finalists will be asked to provide a list of at least three (3) professional references, to include a current or most recent supervisor, along with telephone numbers.
- **Complete All Supplemental Questions:** Answers to these questions will be used to evaluate candidates. Please provide comprehensive answers to all questions requiring a text response.
- **Important:** Do not attach any documents that include photos or private information (Social Security Number, year of birth, etc.).

Email Communication: 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 these communications.

Questions? Please contact Travis Parry at travis.parry@dnr.wa.gov /509-680-2693 or email 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 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 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 before 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 with 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 360-664-1960 or 1-877-664-1960 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, or for loss of pregnancy, are entitled to five (5) 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 01-07-2026

Employer

State of Washington

Address

[View Job Posting for Agency Information](#)

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

Website

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

Civil Engineer 3 (CE3) 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

Please select which of the following best describes your education and/or experience:

- I have a Bachelors of Science degree in Civil or Forest Engineering, or other closely related field AND two years of Forest Engineering experience.
- I have a combination of education and/or experience equivalent to a Bachelors of Science degree in Civil or Forest Engineering, or other closely related field AND two years of Forest Engineering experience.
- None of the above.

*QUESTION 4

Do you have experience in timber harvesting, forest road layout, and logging practices?

- Yes
- No

*QUESTION 5

Do you have experience understanding, interpreting and creating written, oral, and graphic directions, maps, plans, drawings and specifications within the parameters of policies, state and federal regulations?

- Yes
- No

*QUESTION 6

Do you have experience with contract development and contract administration for road construction, road maintenance and abandonment?

- Yes

No

***QUESTION 7**

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

Yes

No

***QUESTION 8**

Are you registered as a Professional Engineer in the state of Washington?

Yes

No

***QUESTION 9**

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?

Yes

No

Unsure

***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