



State of Washington Deputy Chief Operating Officer - Operations

SALARY	\$150,720.00 - \$175,800.00 Annually	LOCATION	Thurston County – Olympia, WA
JOB TYPE	Full Time - Permanent	REMOTE EMPLOYMENT	Flexible/Hybrid
JOB NUMBER	2025-8-7881-05418	DEPARTMENT	Dept. of Natural Resources
OPENING DATE	08/01/2025	CLOSING DATE	8/11/2025 11:59 PM Pacific

Description



Deputy Chief Operating Officer - Operations
Recruitment #2025-8-7881

Full-time, Permanent, Exempt, Non-represented position

Location: Natural Resources Building- Olympia, WA.

Partial Telework flexibility will be considered

Relocation Compensation may be available and considered

Salary: \$150,720 - \$175,800 Annually

To allow for growth and salary progression, the full salary range is: \$150,720 - \$185,052

Want to join something GREAT and make a difference?

The Washington State Department of Natural Resources (DNR) has an exciting opportunity to contribute to work that ensures a future where Washington's lands, waters, and communities thrive. Our mission is to protect Washington State's natural resources for current and future generations, and we're looking for a talented, dynamic team member to carry out that mission and strengthen our strategies. We are committed to making DNR a great place to work and serve Washington's lands and communities.

At DNR, we believe there is not just one path to success. Whoever you are or wherever you come from in the world, there is a place for you here. We are looking for someone who values public service and understands that we must continue to innovate to fulfill our duties as public stewards and solve our state's most pressing challenges.

If you enjoy working in a collaborative environment that encourages you to think big and share your strengths, we invite you to apply! As the Deputy Chief Operating Officer of Operations (DCOO), you will serve at the pleasure of the Commissioner and report to the Chief Operating Officer (COO).

Duties

Responsibilities:

- The Deputy Chief Operating Officer-Operations (DCOO) supports and assists the Chief Operating Officer (COO) and has chain-of-command responsibilities for DNR's six Regions, Law Enforcement Program, and Records Management & Public Disclosure. The DCOO reports directly to the COO and supervises the Region Managers, the Chief Law Enforcement Officer, and the Agency Records Officer.
- Monitor and influence the delivery of operational programs and the utilization of allotments. Resolve program-specific issues that rise above the level of the Deputy Supervisors. Within the DCOO's chain of command, resolve human resources and legal issues.
- Serve as a member of DNR's Executive Core Team, Executive Leadership Team, and Operational Leadership Team: collaborate with other DNR executives to develop and provide agency strategic guidance, ensure alignment, and diagnose and resolve agency-level issues.
- Fulfill responsibilities related to DNR's interactions with the legislature and the state budget process: review bills, monitor and participate as needed in hearings and work sessions, review fiscal notes, respond to information requests from legislators and legislative staff, prepare and review decision packages, and participate in internal budgeting and allotments.

- Hire, coach, and support the Region Managers, the Chief Law Enforcement Officer, and the Agency Records Officer. Take appropriate corrective action as needed.
- Collaborate with the Safety Manager to ensure safety is implemented as DNR's highest operational priority.

Qualifications

Required Qualifications:

- A Bachelor's degree or a combination of education and/or experience equivalent.
- 5 years of experience leading an organization or section of an organization with 500 or more employees.
- Experience creating a positive work environment, building morale, and eliciting sustained superior job performance.
- Experience guiding teams through deadlines and workload pressure,s and resolving workload demands.
- Experience developing and implementing large budgets.

Knowledge and Skills

- Knowledge of organizational leadership principles and practices.
- Knowledge of continuous improvement and change management practices and processes.
- Knowledge of principles and practices of natural resource management.
- Familiarity with Washington State's legislative process.
- Strong commitment to ethical leadership and the goals of equity, diversity, inclusion, belonging, and environmental justice.
- Excellent communication skills.
- Demonstrated ability to work collaboratively to solve tough problems.
- Strong safety awareness and orientation.

Special Requirements and Conditions of Employment:

- Approximately 60% office, 20% telework, 20% travel.
- Often travel in-state (occasionally overnight).

Desired Qualifications:

- Awareness of Washington's Tribes, tribal sovereignty, and treaty rights.
- Knowledge of natural resource management issues in the Pacific Northwest.
- Knowledge of wildfire prevention and suppression practices, and the Incident Command System (ICS).
- Familiarity with principles and practices of labor unions and collective bargaining.
- Familiarity with the Revised Code of Washington (RCW) and the Washington Administrative Code (WAC).

Don't let doubts stop you from applying for this position. If you have any questions about the required qualifications or how your experience relates to them, please contact us at DNRecruiting@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: 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.

- **Apply online:** at www.careers.wa.gov (Click on the APPLY button above).
- **Letter of interest:** describing your specific qualifications for the position and the position required, desired, and special requirements.
- **Resume:** that details your experience and qualifications.
- **References:** 3-5 professional references with current telephone numbers, to include your 2 most recent supervisors. 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 Katy Taylor at katy.taylor@dnr.wa.gov or email us at DNRecruiting@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 DNRecruiting@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 07-21-2025

Employer

State of Washington

Address

View Job Posting for Agency Information

View Job Posting for Location, Washington, 98504

Website

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

Deputy Chief Operating Officer - Operations 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 describe your experience leading natural resource programs of various sizes.

***QUESTION 4**

Do you have a Bachelor's degree or combination of education and/or experience equivalent?

- ☐ Yes
- ☐ No

***QUESTION 5**

Do you have 5 years of leadership experience leading an organization with 500 or more employees?

- ☐ Yes
- ☐ No

***QUESTION 6**

Do you have experience creating a positive work environment, building moral, and eliciting sustained superior job performance?

- ☐ Yes
- ☐ No

QUESTION 7

Do you have experience guiding teams to meet deadlines and resolving competing workload demands?

- ☐ Yes
- ☐ No

***QUESTION 8**

Do you have experience developing and implementing large budgets?

- ☐ 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