



State of Washington
Forest Crew Supervisor - Correctional Facility

SALARY	\$4,093.00 - \$5,501.00 Monthly \$49,116.00 - \$66,012.00 Annually	LOCATION	Thurston County – Littlerock, WA
JOB TYPE	Full Time - Permanent	JOB NUMBER	2026-6-7799-04648
DEPARTMENT	Dept. of Natural Resources	OPENING DATE	06/04/2026
CLOSING DATE	8/2/2026 11:59 PM Pacific	SALARY INFORMATION	The high end of the salary range, Step M is typically a longevity step

Description



Forest Crew Supervisor - Correctional Facility
Recruitment #2026-6-7799
Full-time, Permanent, Represented position (WPEA)
Location: South Puget Sound Region - Littlerock, WA

**Relocation Compensation may be available and considered
Salary: \$4,093.00 - \$5,501.00 Monthly**

Review of applications is ongoing. We reserve the right to make a hiring decision or close this recruitment at any time after 06/11/26. 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) has an exciting opportunity within our South Puget Sound Region. We are currently seeking a highly motivated individual to fill a vacancy for our **Forest Crew Supervisor - Corrections Facility** position at Cedar Creek Correction Center, located in Littlerock, WA. While highly demanding, this position is also highly rewarding for those who want to truly make a difference within a diverse and unique work group. Duties of this position include supervision of up to ten incarcerated adults who engage in a variety of forest crafts, including wildland fire suppression, vegetation management, and habitat enhancement. The primary emphasis will be on providing leadership, safety oversight, and training for a forestry crew. Travel is required during fire season and other emergency responses. Cedar Creek crews have a commitment to hard work in arduous conditions on wildland fires and in various forest health operations.

Duties

Responsibilities:

The primary responsibilities of this position are the training, productivity, and safety of incarcerated individuals who engage in wildland firefighting and forest crafts operations. During fire season, the position will require assignments to remote fire camps for extended periods. During fire season, applicants can expect workdays that routinely exceed the standard 10 hours per day and may include weekend and holiday assignments. The successful applicant will be trusted to primarily recruit, mentor, and train incarcerated individuals in forest craft skills while supervising a 10-person adult male offender crew. These skills will be used to help protect communities, manage DNR State lands assets, and help incarcerated offenders develop job skills that can be used when they are released from incarceration. The successful applicant will be trusted to foster and maintain an interactive relationship with the DOC in order to ensure that incarcerated individuals are effectively managed across both state agencies according to the WACs, RCWs, and interagency agreements. The key to this position will be the applicant's ability to communicate, problem solve, manage, and lead cooperatively with peers and supervisors.

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.

- Experience in some or all of the following forest crafts, which include: forest seedling planting, forest plantation, vegetation management, pre-commercial thinning, recreation trail and facilities construction and maintenance, chainsaw use and maintenance, hand tool use and maintenance, and wildland fire suppression.
OR technical/professional forestry knowledge and skills which are acquired through the completion of a 2-year or 4-year degree in forest management or a closely related field, program, or study.
- Six months' supervisory experience either in an adult/juvenile correctional environment or a professional production-based business.
- Supervisory experience in a diverse work setting that is centered on safety and security.
- Possess the ability to communicate well both verbally and in writing using common technology.

Required Competencies:

- 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:

- Due to the sensitive and confidential nature of this position, an NCIC Background Investigation will be conducted on the successful candidate.
- During the first year of employment, successful candidates must attain the level of FF2 by passing guard school, in which S-130, S-190, S-212, and L-180 are taught.
- During the second year of employment, employees must attend and pass the S-131 FF1 class and work towards completion of the FF1 task book.

- Upon Completion of the FF1 task book, employees are expected to work towards IC5 certification and Single Resource-Crew Boss certification.
- Must pass the arduous work capacity test annually, which consists of carrying a 45-pound pack three miles in under forty-five minutes.
- Maintains a valid First-AID, CPR, and AED card.

Attend any offered trainings, pass trailer towing training, and maintain or stay current with all requirements of this position.

- FCSs typically work in various outdoor settings such as forested areas, wildland urban interface areas, desert basalt, and scabland settings. Must have the physical ability to traverse all uneven terrain. Must be able to work in all weather conditions. Must be able to work in and on DOC institutional grounds. Must be able to abide by all DNR and DOC policies.
- Must be able to operate a 12-person dual, four-wheel drive vehicle on improved roadways and off-road settings. Drive time may exceed 1 hour each way, with occasional drive times up to 10 hours required during emergency response. Must be able to tow trailers that vary in length from 12' up to 16'.
- 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.

- Knowledge of:
 - Wildland fire suppression
 - Forest data collection
 - Natural resource management methods, practices, and techniques
 - Use of equipment and tools
 - Maintaining safe working conditions in outdoor work environments
- Supervision of adult incarcerated individuals
- Work experience that demonstrates:
 - Leadership skills
 - Conflict resolution
 - Interpersonal communication skills

- Professionalism
- Experience in:
 - Wildland fire suppression
 - Silvicultural work (tree planting, vegetation management, and pre-commercial thinning)
 - Recreation trail and facilities construction and maintenance
 - Operating a vehicle on forest roads
 - Supervision of adult incarcerated individuals
 - Microsoft Suite
- Technical / Professional knowledge, skills, and licenses:
 - Current pesticide applicator license in Washington State, including Laws and Safety, Right of Way, Agricultural Weed, and Aquatics endorsements (or the ability to obtain)
 - Red Card Qualification of any Single Resource Boss (preferably Crew Boss)
- A 2 or 4-year college-level course of study in natural resources, fire science, or other applicable field

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.

- **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:** References are optional at the time your application is submitted. Finalists will be asked to provide a list of at least 3 professional references with current telephone numbers, including your current or most recent supervisor.
- **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 Shane Calvert at shane.calvert@dnr.wa.gov/360-359-4053 or Dave Gufler at dave.gufler@dnr.wa.gov/360-359-4051 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>

Forest Crew Supervisor -Correctional Facility 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 experience in some or all of the following forest crafts which includes: Forest seedling planting, forest plantation, vegetation management, pre-commercial thinning, recreation trail and facilities construction and maintenance, chainsaw use and maintenance, hand tool use and maintenance and wildland fire suppression.
- I have technical/professional forestry knowledge and skills which are acquired through the completion of a 2 or 4 year degree in forester management or closely related field, program or study.
- I have experience in some or all of the following forest crafts which includes: Forest seedling planting, forest plantation, vegetation management, pre-commercial thinning, recreation trail and facilities construction and maintenance, chainsaw use and maintenance, hand tool use and maintenance and wildland fire suppression AND technical/professional forestry knowledge and skills which are acquired through the completion of a 2 or 4 year degree in forester management or closely related field, program or study.

None of the above.

***QUESTION 4**

Do you have six months' supervisory experience either in an adult/juvenile correctional environment or a professional production-based business?

Yes

No

***QUESTION 5**

Do you have supervisory experience in a diverse work setting that is centered on safety and security?

Yes

No

***QUESTION 6**

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

Yes

No

***QUESTION 7**

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 8**

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 9

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

* Required Question