



State of Washington Presales Forester, Natural Resource Specialist 2 (NRS2)

SALARY	\$4,299.00 - \$5,783.00 Monthly \$51,588.00 - \$69,396.00 Annually	LOCATION	Snohomish County – Other, WA
JOB TYPE	Full Time - Non-Permanent	REMOTE EMPLOYMENT	Flexible/Hybrid
JOB NUMBER	2026-5-3965-04320	DEPARTMENT	Dept. of Natural Resources
OPENING DATE	05/22/2026	CLOSING DATE	6/10/2026 11:59 PM Pacific
SALARY INFORMATION	The high end of the salary range, Step M is typically a longevity step		

Description



Presales Forester, Natural Resource Specialist 2 (NRS2)
 Recruitment #2026-5-3965
 Full-time, Non-Permanent, Represented position (WPEA)
 Anticipated employment is June 2026-June 2027
 Location: Northwest Region- Granite Falls, WA
 Work Hours and Partial Telework flexibility may be available and considered
 Salary: \$4,299.00 - \$5,117.00 Monthly

Review of applications is ongoing. We reserve the right to make a hiring decision or close this recruitment at any time after 5/29/26. 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 Northwest Region as a **State Lands Presales Forester**.

The successful applicant will become part of a team of outstanding natural resources professionals dedicated to the sustainable management of DNR trust lands and our fiduciary responsibilities to the trust beneficiaries. This position provides forestry expertise on DNR uplands to achieve agency goals and deliverables. Sustaining long-term ecosystem protection and productivity is achieved through careful planning, diligent project management, and active coordination of input from specialists and stakeholders. The economic viability of these working forests will be maintained by robust

communication and teamwork in order to maintain or enhance revenue-generating activities on trust lands. This position helps the Northwest Region achieve the mission through strong leadership, thoughtful decision-making, and excellent planning. The incumbent plans, coordinates, and manages timber sales and silvicultural activities on trust land under the guidance of a unit forester. This position works in the office and in the field, implementing DNR policies and procedures, including the Habitat Conservation Plan (1997), Policy for Sustainable Forests (2006), relevant WAC's, including the Forest Practices Rules, and the Multiple Use Concept (RCW 79.10.120).

Duties

Responsibilities:

- Research and analyze the operability and feasibility of harvest units. Develop a feasible timber harvest plan using GIS, LIDAR, logging system analysis software, aerial photos, field observations, and maps, and consult with engineers, other foresters, and the unit forester to implement good presales designs and logging road planning. Operational feasibility is critical.
- Research and devise appropriate silvicultural prescriptions, review and analyze similar stand prescriptions, and utilize GIS, department planning, and database software, growth and yield models, department protocols, Forest Practice Rules, and field observations while consulting with the region silviculturist and, in some cases, the biologist to devise a plan to successfully regenerate harvested areas or plan habitat treatments that meet department policies.
- Foster good working relations with community members and adjacent landowners and be transparent about our operations. Communicate and negotiate with adjacent landowners and external stakeholders through various means, including public meetings, field site visits, and use written and oral communication strategies to resolve property line discrepancies, cost share agreements, and access for state lands projects. Present during education and information sharing opportunities.
- Implement Habitat Conservation Plan (HCP) requirements and Policy for Sustainable Forest (PSF) requirements on state lands, such as legacy cohorts and sensitive area protections like potentially unstable slopes, riparian areas, old growth, and cultural resources, all while maintaining a feasible harvest operation by coordinating site visits and consulting with biologists, geologists, archeologists, and silviculturists. Assess, review, and implement all applicable policies, rules, and regulations, and incorporate any specialist input into the pre-sales design process and timber sales contract.
- Analyze and ensure all planned sale units are safe, meet economic and fiduciary requirements, complement long-term watershed and landscape objectives, and protect or mitigate environmental concerns. Harvest units will be examined and selected by analyzing ecological constraints, economic constraints, and social constraints.
- Assist in the development of landscape management plans (harvest plans) to ensure harvest volume deliverables (overall volume and volume by trust) and other landscape objectives are met (hydrologic maturity in ROS, NSO habitat requirements, etc.), while following all applicable policies, rules, and regulations. Data will be collected, processed, and analyzed. This will be accomplished using GPS, GIS, aerial photos, stand age data, LiDAR, local knowledge, and field observations, as well as through formal and informal training (pre-sales, unstable slopes, road engineering classes).
- Create a timber sale packet that complies with all state and federal regulations and department protocols. Using professional experience, complete all necessary permitting and paperwork (FPA, SEPA, HCP checklist, contract) while reviewing previously completed documents found on the department's Timber Sale Document Center (TSDC).
- Clearly communicate contractual requirements and sales processes to the public, purchasers, and internal stakeholders by showcasing excellent communication skills, including clearly written documents, meeting facilitation to internal and external stakeholders, and public outreach.
- Reduce and mitigate the environmental impacts and unnecessary fiscal burden to the State by inspecting and recommending proposed changes in sale layout and design independently, while using professional experience and knowledge of logging systems and equipment limitations, as well as contractual constraints to achieve required results.
- Ensure environmental, social, political, contractual, and fiscal objectives are met. Any disputes will be resolved to the full extent, utilizing an understanding of contractual obligations, interpretation of Forest Practices Rules, clear written documentation, and experience with prior compliance work. Accounting for large sums of money is required, and reconciling any discrepancies is necessary for audit purposes.

- Provide trust beneficiaries with required revenues by utilizing the full understanding of fiscal principles and economic analyses associated with log markets, log delivery schedules, harvest systems, and engineering road construction principles.
- Ensure harvest unit viability through on-the-ground observations, GIS, preliminary cruising, growth model runs, skyline analysis, GPS, past experience, and local knowledge.
- Appropriately assess, classify, delineate, and buffer all waters and wetlands within and adjacent to the harvest area. Field observations, LIDAR, biologist consultation, and informal training will be utilized to apply the appropriate buffers per the department's HCP and PSF.
- Use GPS to collect data for boundaries, streams, wetlands, leaf trees, and road locations.
- Delineate a timber sale boundary that allows for feasible harvest operations that comply with all policies, rules, and regulations. GPS points will be collected to create shapefiles in GIS. The HCP, Forest Practices Rules, and all other applicable rules and regulations will be followed, and specialists will be consulted.
- Flag and traverse new forest road locations that comply with all rules and regulations. Consultation with specialists, including engineers, geologists, and forest practices foresters, is required, and projects will utilize LiDAR, GIS, and specialized roads training and forestry equipment, such as the GPS, clinometer, compass, maps, string box, and laser to achieve this objective. Results will be entered into the software as directed by the unit forester or project engineer.
- Create standardized final GIS maps for Forest Practices, purchasers, and other external stakeholders utilizing department mapping protocols and SUMA standards in consultation with GIS specialists and the region management forester.

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 degree in forestry, natural resources, environmental science, or a similar area of study AND one year of experience in a natural resource field;
OR an equivalent combination of education and/or experience.
- Experience with timber sale boundary identification and marking, critical features identification and marking, and plot data gathering.
- Knowledge of forest management principles, silvicultural prescriptions, and timber harvesting operations.
- Knowledge of the Washington Forest Practices Rules.
- Knowledge of timber harvesting systems (including cable systems) and forest road construction principles.
- Knowledge of timber sale and silvicultural contract administration.

Required Competencies:

- Strong written and verbal communication skills.
- 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:

- Approximately 75% of the time is spent in the field, 25% in the office. Fieldwork involves driving forest roads of a variety of conditions; working alone in remote areas, and working in all inclement weather conditions across a variety of steep and rugged terrain.

- Position requires a significant amount of time in the field, traveling alone between timber sales or silviculture activities and a work center. Travel out of town overnight may be necessary to attend required trainings and meetings on an occasional basis.
- 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 the theory, policy, principles and practices of the forestry profession as applied to Northwestern United States (i.e., fundamentals of: silviculture of Northwest species, markets and economics, cruising methods, sales layout, logging methods, engineering, plant nutrition, propagation and weed control, reforestation and intensive forest practices, recreation, multiple use, inventory, water quality, watershed management and basic principles of fisheries management).
- Experience with timber harvesting systems (including cable systems) and forest road construction principles.
- Experience with timber sales and silvicultural contract administration.
- Accustomed to using GIS software to create maps and manage data.
- Experience and Competency in office computer applications such as Microsoft Word and Excel.
- Facilitation and negotiation skills.

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 John Moon at john.moon@dnr.wa.gov/360-770-4436 or email us at DNRrecruiting@dnr.wa.gov.

Persons requiring accommodation in the application/testing process, or in 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](http://www.wa.gov/relay) 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 and well-being 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 disabilities, 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.

Employer

State of Washington

Address

[View Job Posting for Agency Information](#)

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

Website

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

Presales Forester, Natural Resource Specialist 2 (NRS2) 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 bachelor's degree in forestry, natural resources, environmental science, or a similar area of study AND one year of experience in a natural resource field.
- I have a combination of education and/or experience equivalent to a bachelor's degree in forestry, natural resources, environmental science, or a similar area of study AND one year of experience in a natural resource field.
- None of the above.

***QUESTION 4**

Do you have experience with timber sale boundary identification and marking, critical features identification and marking, and plot data gathering?

- Yes
- No

***QUESTION 5**

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

- Yes
- No

***QUESTION 6**

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 7**

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 8

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

* Required Question