



State of Washington  
**Recreation Maintenance Steward, Natural Resource Specialist 2 (NRS2)**

<b>SALARY</b>	\$4,299.00 - \$5,783.00 Monthly \$51,588.00 - \$69,396.00 Annually	<b>LOCATION</b>	Skagit County - Sedro Woolley, WA
<b>JOB TYPE</b>	Full Time - Non-Permanent	<b>REMOTE EMPLOYMENT</b>	Flexible/Hybrid
<b>JOB NUMBER</b>	2026-5-5410-04085	<b>DEPARTMENT</b>	Dept. of Natural Resources
<b>DIVISION</b>	Northwest	<b>OPENING DATE</b>	05/18/2026
<b>CLOSING DATE</b>	6/1/2026 11:59 PM Pacific	<b>SALARY INFORMATION</b>	The high end of the salary range, Step M is typically a longevity step

**Description**



**Recreation Maintenance Steward, Natural Resource Specialist 2 (NRS2)**  
**Recruitment #2026-5-5410**  
**Full-time, Non-permanent, Represented position (WPEA)**  
**Anticipated Non-permanent is 06/01/2026 - 06/30/2027**  
**Location: Northwest Region - Sedro Woolley, WA**  
**Work Hours and Partial Telework flexibility may be available and considered**  
**Salary: \$4,299.00 - \$5,783.00 Monthly**

**Review of applications is ongoing.** We reserve the right to make a hiring decision or close this recruitment at any time after 05/25/2026. It is in your best interest to submit materials as soon as possible.

**Want to join something GREAT and make a difference?**

The **Recreation Maintenance Steward** provides professional and technical level recreational expertise on DNR-managed conservation and trust lands in Northwest Region. This position helps to conserve some of the most beautiful areas of the state while assisting in the management of recreation sites in the San Juan Islands and Cascade Mountains as a member of the Northwest Region Natural Areas work group. The goal is to create sustaining long-term ecosystem protection and productivity through planning, enhancing and managing public use. The viability of these lands will be maintained through effective communication and coordination with those who use and recreate on DNR managed lands. This position helps Northwest Region achieve the mission through strong leadership, thoughtful decision making, and excellent planning. The incumbent plans, coordinates and manages work projects, including volunteer work parties and

WCC work crews throughout the various landscapes. The incumbent provides field expertise for a variety of tasks, including construction and installation of infrastructure, maintenance of facilities, scheduling of volunteers, decommissioning of unsanctioned trails, and the repair and clean-up of vandalism. In addition, the incumbent assists the Natural Areas Public Use Manager in analyzing and scoping capital projects, preparing grant applications, presenting before granting committees and tracking implementation, including finances. This position works in the office and in the field, under various DNR plans and policies.

## **Duties**

### **Responsibilities:**

#### **Facilities Maintenance and Repair:**

Direct and perform maintenance activities at developed recreation facilities within the assigned geographic area. Supervise and guide crews that carry out these maintenance activities and undertake operations individually to ensure safe, sustainable public access to facilities and trails. Evaluate, consult with other staff as appropriate, and address current needs and improvements to facilities and infrastructure. Make recommendations to Region and Program staff for new development, significant improvements, or decommissioning of recreation infrastructure.

#### **Project Implementation:**

Working in remote, field locations, implement capital and grant funded construction, maintenance, and restoration projects. Utilize appropriate construction techniques to develop, build and renovate recreation facilities such as trails, bridges, boardwalks, signs, camping areas, kiosks, shelters, toilets, etc. Interpret construction drawings, permit requirements, contracts or other technical materials to ensure projects are completed to specification. Schedule project activities to ensure project completion on time and within budget. Operate necessary tools and equipment to perform all phases of layout and construction and/or renovation on recreation facilities. Coordinate logistics to ensure work crews, materials, and tools are available for use in remote work locations.

#### **Work Crew Supervision:**

Supervise WCC work crews, volunteers, and other DNR staff assigned to projects for which the incumbent is responsible, either in whole or in part, while conducting operations. Maintain a safe working environment for self, crews and volunteers. Instruct others and lead work during project implementation, demonstrating proper construction techniques and methods to achieve end results.

#### **Project Planning:**

Coordinate and conduct efforts to assess the trail systems, camping areas and trailheads at developed recreation sites for needed repairs, renovation or new development. Assist the Natural Areas Public Use Manager in planning, drafting, and presenting Capital proposals and grant applications. In collaboration with the Natural Areas Public Use Manager, take the lead in assessing complex issues and problem areas associated with public use; identify solutions and resolve concerns, as needed.

#### **Communications and Outreach:**

Develop and foster collaborative partnerships with diverse internal and external partners, including conservation and recreation interest groups. Represent the Department in response to constituent and business partner inquiries, and when interacting with the public involving sensitive, complex issues related to recreation on DNR-managed lands. Provide information and education to groups about the department and its programs. Participate in the distribution of information to the recreating public through placement of signage, outreach to user groups, and information broadcast by agency communications staff.

## **Qualifications**

**Required Qualifications:**

- An Associate's Degree in natural resources, outdoor recreation, planning, or a related field; AND one year of professional related experience; OR an equivalent combination of education and/or experience.
- Experience working collaboratively with multiple organizations and/or agencies in a collaborative environment.
- Experience working collaboratively with volunteers, user groups, and the general public on natural resources related recreation.
- Working knowledge of forest management activities and State trust land responsibilities.
- Experience with project planning and management, such as writing planning documents and preparing cost estimates.
- Experience in public outreach and education.
- Working knowledge of GPS systems and basic GIS principles.

**Required Competencies:**

- Ability to communicate effectively both orally and in writing.
- Dedication to a Safe Workplace
- Communications Effectiveness
- Team Leadership
- Customer Focus
- 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:**

- The assigned duty station is the Northwest Region Office. Approximately 25% of the work is performed in an office setting, and the balance is performed in the field. Field work may be performed alone or with other DNR staff, WCC crews, volunteers, contractors, or others, in remote, backcountry areas. Many different terrain conditions, distances, and weather conditions will be experienced in the normal course of routine fieldwork. Must be able to traverse uneven terrain in all weather conditions. Must be able to cover reasonable distances per day in the field, covering moderate to difficult terrain. Must be able to operate off-road vehicles/equipment as part of normal duties.
- Position requires travel to remote locations in NW Region, with occasional overnight stays (e.g., camping in backcountry locations). Occasional day, overnight, and weeklong travel to Olympia and other locations for meetings, trainings, etc. is also required.
- 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:**

- Bachelor's degree involving a major study in outdoor recreation management or other natural resources management; AND one year of professional program development and management experience.
- At least one year of experience supervising and evaluating contractor or work crew performance.
- Ability to provide presentations to the public and other agency staff.
- Know how to use power tools and other common trail maintenance equipment.

- Experience with project scoping and conceptualization, including leading and coordinating design work, identifying regulatory requirements, and drafting proposals.
- Ability to plan and prioritize work.
- Fluency in current word processing, spreadsheet, and presentation software.
- Experience with boat operations and maintenance in a marine environment.
- Experience working with helicopter external load operations, including packaging loads, organizing operations, and communicating with helicopter pilots.

**Don't let doubts stop you from applying for this position.** At DNR, we value diversity and inclusion in our organization, and we are looking for the best person for the job. We are invested in acquiring the best and most innovative candidate for the job, and that candidate may be one from a less traditional background. It is important you consider and clearly communicate within your application materials how your education, volunteer work, life skills, and experience transfer to this position and the qualifications. If you have any questions about the qualifications, please contact us at [DNRrecruiting@dnr.wa.gov](mailto:DNRrecruiting@dnr.wa.gov). 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](mailto:DNRrecruiting@dnr.wa.gov).

- **Apply online:** at [www.careers.wa.gov](http://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](mailto: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 Julie Goeman at [julie.goeman@dnr.wa.gov](mailto:julie.goeman@dnr.wa.gov) or email us at [DNRrecruiting@dnr.wa.gov](mailto: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](mailto: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](http://www.uscis.gov).

Veterans wishing to claim Veteran's preference, please attach a copy of your DD214 (Member 4 long-form copy), NGB 22, or a USDVA signed verification of service letter. Please black out all PII (personally identifiable information) data, such as social security numbers. 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](mailto: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

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#### **Employer**

State of Washington

#### **Address**

[View Job Posting for Agency Information](#)

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

#### **Website**

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

## Recreation Maintenance Steward, 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 an Associate's Degree in natural resources, outdoor recreation, planning, or a related field; AND one year of professional related experience.
- I have a combination of education and/or experience equivalent to an Associate's Degree in natural resources, outdoor recreation, planning, or a related field; AND one year of professional related experience.
- None of the above.

### \*QUESTION 4

Do you have experience working collaboratively with multiple organizations and/or agencies in a collaborative environment?

- Yes
- No

### \*QUESTION 5

Do you have experience working collaboratively with volunteers, user groups, and the general public on natural resources related recreation?

- Yes
- No

### \*QUESTION 6

Do you have working knowledge of forest management activities and State trust land responsibilities?

- Yes
- No

### \*QUESTION 7

Do you have experience with project planning and management, such as writing planning documents and preparing cost estimates?

- Yes
- No

### \*QUESTION 8

Do you have experience in public outreach and education?

- Yes

No

**\*QUESTION 9**

Do you have working knowledge of GPS systems and basic GIS principles?

Yes

No

**\*QUESTION 10**

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

Yes

No

**\*QUESTION 11**

Please outline your experiences working in remote, backcountry settings, including the nature/purpose of the work, duties performed, and outcomes achieved. If you do not have this experience, please type N/A.

**\*QUESTION 12**

Please outline your experiences with construction projects (e.g., bridges, decks/boardwalks, shelters, buildings, etc.), including your role in each. If you do not have this experience, please type N/A.

**\*QUESTION 13**

Please describe your experience operating boats in the San Juan Islands or other marine locations. If you do not have this experience, please type N/A.

**\*QUESTION 14**

This position involves an all-inclusive range of work associated with owning and operating public use facilities, from cleaning toilets and picking up garbage to complex construction projects. Work occurs year-round in all kinds of weather conditions, often in remote, logistically challenging locations, and is often performed independently. Describe any concerns you have about this range of duties and/or working conditions. If you do not have any concerns, please type N/A.

**\*QUESTION 15**

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 16**

Where did you originally hear about this job posting?

[www.dnr.wa.gov](http://www.dnr.wa.gov)

[www.careers.wa.gov](http://www.careers.wa.gov)

WA WorkSource office or [WorkSourceWA.com](http://WorkSourceWA.com)

[Governmentjobs.com](http://Governmentjobs.com)

[Monster](http://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 17

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

\* Required Question