

State of Washington
Dept. of Natural Resources
 invites applications for the position of:
State Lands Forester, Natural Resource
Specialist 2/NRS 1 In-Training

careers.wa.gov
 Working for Washington State

SALARY: \$3,446.00 - \$5,229.00 Monthly
 \$41,352.00 - \$62,748.00 Annually

OPENING DATE: 03/03/22

CLOSING DATE: 03/20/22 11:59 PM

DESCRIPTION:



WASHINGTON STATE DEPARTMENT OF
NATURAL RESOURCES



State Lands Forester, Natural Resource Specialist 2/NRS 1 In-Training
Recruitment #2022-3-3873+

These are Full-time, Permanent and Non-Permanent, Represented positions.

Pacific Cascade Region- Possible locations: Castle Rock, Battle Ground, Chehalis, Menlo and Nasella, WA.

Want to join something GREAT and make a difference?

Are you interested in a rewarding career in Washington State managing the state's forests for multiple objectives? If so, we are seeking a Forester (Natural Resource Specialist 1 in training or Natural Resource Specialist 2) to manage, sustain, and protect the health and productivity of Washington's lands and waters to meet the needs of present and future generations. Management of trust assets is linked to decisions made during the presales, sales compliance, and silviculture functions of the Region team. The State Lands Forester position is a vital position that contributes to the success of meeting our goals and objectives both long and short term. This position provides professional forestry expertise on DNR uplands managed for current and future citizens of the state to 1) Sustain long-term ecosystem and economic viability; and 2) foster resilient forest lands and the benefits derived from them. This position works under the guidance of the Habitat Conservation Plan, the Forest Practice Rules, the Policy for Sustainable Forests, the Sustainable Harvest Calculation, the Endangered Species Act, and all other applicable laws, rules, regulations, and agency policies, procedures, and guidelines. This position reports to a State Lands Unit Forester and must interact with agency staff, the general public and other state, county, and federal agencies to achieve success on their projects.

DUTIES:

Responsibilities:

Presales

- Develop harvest designs using professional experience, judgement, and knowledge of natural resource management fundamentals, as well as GIS, field observations, and maps.
- Research various elements of the timber sales paper plan utilizing field observations, GIS, preliminary cruising, growth model software, cable harvest analysis, and GPS equipment.
- Locate and classify streams and wetlands in accordance with appropriate HCP or forest practices requirements.
- Delineate timber sale boundaries that are operationally feasible and comply with policies, rules, and regulations.
- Collect data for timber sale boundaries, streams, wetlands, leave trees, roads, etc. utilizing GPS (Garmin, Trimble, iPad, etc.), DNR Garmin software, or hand traversing.
- Identify and layout road locations in a manner that produces practical and maintainable forest roads that comply with applicable policies, rules, and regulations.
- Assess and identify leave tree areas utilizing on the ground observations in combination with knowledge of the HCP, L&I regulations, Forest Practices rules, logging systems and consultation with biologists, geologists, silviculturist, and L&I consultants.
- Create standardized final map products utilizing GIS, local mapping protocols, and consultation with GIS specialists.
- Complete necessary permitting and paperwork utilizing applicable software and knowledge of standards, rules and regulations to create a timber sale document packet that complies with all procedures, policies, and state and federal regulations.
- Foster good working relations with community and adjacent landowners by being transparent about our operations.

Timber Sale Compliance

- Clearly communicate contractual requirements and sale processes to the public, purchasers, and internal stakeholders by utilizing professional communication skills including clearly written documents, meeting facilitation to internal and external stakeholders, and public outreach.
- Ensure environmental, social, political, contractual, and fiscal objectives are met by resolving disputes to the full extent utilizing an understanding of contractual obligations, clear written documentation and experience with prior compliance work.

Technical Aspects of Timber Sale Compliance Include:

- Provide trust beneficiaries with revenue by calculating payment securities and billing schedules utilizing a full understanding of fiscal principals associated with road construction and timber harvest.
- Appraise and evaluate the application and implementation of rules and regulations governing harvest and operations associated with timber sales. This will be achieved through site visits utilizing knowledge and experience with the objective of determining potential environmental and economic mitigation and/or compensation as needed.

Silviculture

- Evaluate current stand conditions and formulate a professional summary for the purpose of developing a long term management plan. This will be done in coordination with fellow professionals to develop prescriptions.
- Evaluate young stands using professional experience and knowledge of silviculture principles.

QUALIFICATIONS:

This may be filled as a Natural Resource Specialist 1 in-training position. This is designated as a 24 month training plan that may be extended to a maximum of 36 months. If you complete all elements of the training steps in a shorter amount of time, we may waive the remainder of the time required. Candidates will be considered as Natural Resource Specialist 2 or Natural Resource Specialist 1 (In-Training), depending on qualifications.

Natural Resource Specialist 1 (NRS1 In-Training) required qualifications**(Salary range: \$3,446-\$4,627 per month):**

- An Associate's degree in forest management or related natural resource field.
OR a combination of equivalent education and/or experience by August 2022.
- Knowledge of general forest management theory (timber management planning, silviculture, appraisal techniques, timber sales, contract preparation and administration, forest fire prevention and suppression, logging and forest road construction, reforestation methods, public relations, statistical analysis).
- Knowledge of basic mensuration, forest biology, and silviculture.
- Computer skills such as MS Word, MS Excel, ARC-GIS, ARC-View, with aptitude for learning new software programs.
- Knowledge of navigating using maps, aerial photos, compass, orthophotos, clinometer, radio, laser rangefinder, GPS, and chain.
- Experience using GPS devices.
- Dedication to a Safe Workplace.
- Demonstrates leadership in the maintenance and development of a safe and healthy work environment.
- Strong verbal, written, and interpersonal communication skills as demonstrated by the ability to resolve conflicts, write effectively, and communicate with diverse groups both internal and external.
- Effectively work independently and as part of a team to develop and achieve department and project goals.
- Ability to obtain and maintain a WSDA Pesticide Applicators License.
- Must be at least 18 years of age at the time of hire.
- Significant amounts of work is performed alone in isolated unimproved forested environments. Incumbent must be able to traverse uneven terrain in all weather conditions.
- Significant amount of time in the field traveling alone between timber sale activities and work center. Travel out of town overnight is necessary to attend required trainings and meetings on an occasional basis.
- A valid driver's license and have two years of driving experience. 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.
- DNR Core Competencies:
 - Personal Accountability
 - Value Others
 - Compassionate Communication
 - Inspire Others
 - Commitment to Excellence
- Employees of the Department of Natural Resources (DNR) are required to be fully vaccinated against COVID-19 as a condition of employment. This position is based in an office/fieldwork and requires in-person attendance/interactions with no option for full-time telework. Please note that any offer of employment is contingent upon you providing verification of your vaccine status. No start date will be approved until you verify your status.

Natural Resource Specialist 2 required qualifications**(Salary range: \$3,887-\$5,229 per month):**

- All required qualifications listed above for the Natural Resources Specialist 1.
- An Associate's degree in forest management or related natural resource field; and one year of forestry experience at the entry level.
OR a combination of equivalent education and/or experience
- Experience in general forest management theory (timber management planning, silviculture, appraisal techniques, timber sales, contract preparation and administration, forest fire prevention and suppression, logging and forest road construction, reforestation methods, public relations, statistical analysis).
- Experience in basic mensuration, forest biology, and silviculture.
- Proficient computer skills such as MS Word, MS Excel, ARC-GIS, ARC-View, with aptitude for learning new software programs.
- Experience in navigating using maps, aerial photos, compass, orthos, clinometer, radio, laser rangefinder, GPS, and chain.

- Effectively work independently and as part of a team to develop and achieve department and project goals.
- Being empowered to identify, resolve or mitigate observed safety concerns.

Our ideal candidate will also have the qualifications listed below:

- Bachelor's degree in Forestry which includes silviculture, mensuration and harvest systems.
- One year of professional forestry experience.
- Knowledge of Policy for Sustainable Forests, Habitat Conservation Plan, and related agency policies.
- Knowledge of Forest Practice Rules and SEPA process.
- Experience in young stand establishment and maintenance practices and treatments.
- Experience with logging and forest road construction equipment.
- Experience with the timber sales process and contract administration.

SUPPLEMENTAL INFORMATION:

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. With nearly 1,500 employees in locations throughout Washington, we manage and protect more than 5 million acres of state-owned forest, range, commercial, agricultural and aquatic lands.

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 those 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 benefit package that 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.

Application Requirements:

- To be considered you must apply online at www.careers.wa.gov (Click on the APPLY button above). You must complete the entire online application to be considered for the position.
- Attach a letter of interest describing how your experience and qualifications relate to the position profile and the position required, desired and special requirements.
- Attach a resume describing your experience and qualifications.
- Provide three to five professional references – you may attach a document, use the References text field in the online application, or include with resume.

- Complete all supplemental questions.

Additional Information:

Due to the COVID-19 pandemic, telework (mobile-work) is expected for most office activities. When approved to return, staff are expected to report to their assigned duty station for work activities or may be approved for telework based on DNR's telework policy.

This recruitment may be extended and may also be used to fill future similar vacancies for up to sixty (60) days.

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 prior to attaching. We thank you and are grateful for your service!

Persons needing accommodation during the screening process or this announcement in an alternative format may contact DNR Recruiting staff at (360) 522-2500 or (360) 522-0143 or by email at DNRrecruiting@dnr.wa.gov. Those with a hearing impairment in need of accommodation are encouraged to contact the Washington State Telecommunications Relay Service (TRS) at 1-800-833-6388 or www.washingtonrelay.com.

DNR is an Equal Opportunity Employer and prohibits discrimination and harassment of any kind.

Check us out on: [DNR's website](#) | [Facebook](#) | [Twitter](#) | [Instagram](#) | [YouTube](#) | [WordPress](#)

Questions? Please contact Padraic Callahan at padraic.callahan@dnr.wa.gov, 360-749-0685 or e-mail us at DNRrecruiting@dnr.wa.gov

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 NEOGOV toll-free at (855)524-5627 or email CareersHelp@des.wa.gov.

State Lands Forester, Natural Resource Specialist 2/NRS 1 In-Training Supplemental Questionnaire

- * 1. Please describe what interests you about the Department of Natural Resources.
- * 2. Please describe what a diverse and inclusive work environment means to you.
- * 3. Do you or will have an Associate's degree in forest management or related natural resource field; OR a combination of equivalent education and/or experience by August 2022?
 - Yes
 - No
- * 4. Do you have computer skills such as MS Word, MS Excel, ARC-GIS, ARC-View, with aptitude for learning new software programs?
 - Yes
 - No
- * 5. Do you have experience using GPS devices?
 - Yes
 - No

6. Will you be at least 18 years of age at the time of hire?
- Yes
 No
- * 7. Do you have a valid driver's license and at least two years of driving experience?
- Yes
 No
- * 8. Please select all locations of where you are applying for employment.
- Castle Rock
 Battle Ground
 Chehalis
 Menlo
 Nasella
- * 9. Where did you hear about this job posting?
- www.dnr.wa.gov
 www.careers.wa.gov
 WA WorkSource office or WorkSourceWA.com
 Governmentjobs.com
 Monster
 Indeed
 LinkedIn
 Facebook
 Twitter
 College/university website/career fair
 Handshake
 Newspaper
 Direct Email Notification
 Statewide Employee Business Resource Groups (BRG)
 Professional/Personal Network
 Job Board
 Job Fair
 Other (please specify below)
- * 10. If you answered "other" to the previous question, please specify how you learned of this employment opportunity in the space below.

* Required Question