



State of Washington Presales Forester, Natural Resource Specialist 2/NRS1 In- Training

SALARY	\$3,558.00 - \$5,399.00 Monthly \$42,696.00 - \$64,788.00 Annually	LOCATION	Snohomish County – Arlington, WA
JOB TYPE	Full Time - Permanent	JOB NUMBER	2023-6-5475-07755
DEPARTMENT	Dept. of Natural Resources	OPENING DATE	06/13/2023
CLOSING DATE	7/2/2023 11:59 PM Pacific		

Description



Presales Forester, Natural Resource Specialist 2/NRS1 In-Training Recruitment #2023-6-5475

Full-time, Permanent, Represented position

Location: Northwest Region- Arlington or Granite Falls, WA

Salary: \$3,558.00 - \$5,399.00 Monthly

In addition to the salary range listed, a general wage increase of 4% will be applied for all state employees on July 1, 2023.

Want to join something GREAT and make a difference?

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, and the development of restoration projects on federal lands through the Good Neighbor Authority. This position provides forestry expertise on DNR managed state lands and federal lands 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 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 operability and feasibility of harvest units. Develop a 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 prudent harvest systems and road locations.
- Foster positive, professional 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 outreach regarding planned projects, clarify property line discrepancies, discuss cost share agreements and discuss access for state lands projects.
- Implement Habitat Conservation Plan (HCP) requirements and Policy for Sustainable Forest (PSF) requirements 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.
- Analyze and ensure all planned sale units are safe, meet economic and fiduciary requirements and compliment 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.
- 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 Habitat Conservation Plan, Policy for Sustainable Forests, and Forest Practices Rules.
- Delineate a timber sale boundary that allows for feasible harvest operations which 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.
- Use GPS to collect data for boundaries, streams, wetlands, leave trees, and road locations. 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, stringbox, and laser to achieve this objective.
- Create final professional level timber sale packet and maps that complies with all state and federal regulations and department protocols. Using professional experience, complete all necessary documentation and paperwork (maps, notices, contract), while reviewing previously completed documents for similar projects.

Qualifications

This may be filled as an in-training position. Candidates will be considered as **Natural Resource Specialist 1 (NRS2 In-Training) or Natural Resource Specialist 2**, depending upon qualifications. The training plan duration is 24 months and may be extended up to 36 months. If the plan is completed in less time, the remainder of the time may be waived.

Required Qualifications:

Natural Resource Specialist 1 (NRS2 In-Training) required qualifications

(Salary range: \$3,558-\$4,777 per month):

- Associate's degree in forestry, natural resources, environmental science or similar area of study and one year of experience in a natural resource field
OR a combination of education and/or experience equivalent.
- Knowledge of laws, policies and practices related to timber harvesting.
- Knowledge of timber and land management planning and practices.
- Knowledge of timber sale and silvicultural contracts.
- Written and verbal communication skills.
- DNR Core Competencies:
 - Personal Accountability
 - Value Others
 - Compassionate Communication
 - Inspire Others

- o Commitment to Excellence

**Natural Resource Specialist 2 will meet the NRS1 required qualifications in addition to the qualifications below:
(Salary range: \$4,013-\$5,399 per month):**

- Bachelor's degree in forestry, natural resources, environmental science or similar area of study and one year of experience in a natural resource field OR a combination of education and/or experience equivalent
- Experience with timber sale boundary identification and marking, critical features identification and marking and plot data gathering. Being empowered to identify, resolve or mitigate observed safety concerns.
- 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.
- Strong written and verbal communication skills.

Special Requirements and Conditions of Employment:

- Must be at least 18 years of age at the time of hire.
- Approximately 75% of time is spent in field, 25% in office. Fieldwork involves driving forest roads of a variety of conditions; working alone in remote areas, working in all inclement weather conditions across a variety of steep and rugged terrain.
- Requires a significant amount of time in the field traveling alone between timber sale 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.
- Ability to obtain and maintain a WSDA Pesticide Applicators License.
- A valid unrestricted driver's license and have two years of driving experience. This position requires driving as an essential function. Finalists and/or interview candidates may be asked to provide a driving record from all states in which they have held a license during the past three years.

Desired Qualifications:

- Understanding 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 sale and silvicultural contract administration.
- The ability to use GIS software to create maps and manage data.
- Proven ability in office computer applications such as Microsoft Word and Excel.
- Facilitation and negotiation skills.

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.

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.
- **Important:** Do not attach any documents that include photos or private information (social security number, year of birth, etc.).
- Complete all supplemental questions.

Additional Information:

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!

The 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 of 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.

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.

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

Questions? Please contact John Moon at john.moon@dnr.wa.gov, 360-770-4436 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.

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, are entitled to three (3) 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 12-31-2022

Agency

State of Washington

Address

[View Job Posting for Agency Information](#)

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

Phone

[View Posting for Agency Contact](#)

Website

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

Presales Forester, Natural Resource Specialist 2/NRS1 In-Training 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

Do you have an Associate's degree in forestry, natural resources, environmental science or similar area of study and one year of experience in a natural resource field? OR a combination of education and/or experience equivalent?

- Yes
 No

*QUESTION 4

Will you be at least 18 years of age at the time of hire?

- Yes
 No

*QUESTION 5

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

- Yes
 No

*QUESTION 6

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
 Twitter
 College/university website/career fair
 Handshake
 Newspaper
 Direct Email Notification
 Statewide Employee Business Resource Groups (BRG)
 Professional/Personal Network
 Job Board
 Job Fair

- ZipRecruiter
- Diversity Jobs
- Other (please specify below)

***QUESTION 7**

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

* Required Question