

**State of Washington
Dept. of Natural Resources
invites applications for the position of:
Natural Resource Specialist 2/NRS1 In-
Training, Silviculture Forester**

careers.wa.gov
Working for Washington State

SALARY: \$3,734.00 - \$5,673.00 Monthly
\$44,808.00 - \$68,076.00 Annually

OPENING DATE: 03/29/23

CLOSING DATE: 04/12/23 11:59 PM

DESCRIPTION:



WASHINGTON STATE DEPARTMENT OF
NATURAL RESOURCES



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

Recruitment #2023-3-7274

Full-time, Permanent, Represented position.

Location: South Puget Sound Region-Enumclaw, WA.

Relocation Compensation may be available and considered

Telework flexibility may be available and considered

Salary: \$3,734.00 - \$5,673.00 Monthly

Positions with permanent duty stations in King County receive an additional 5% added to their monthly base salary. The salary listed on this announcement reflects the additional 5%.

Want to join something GREAT and make a difference?

Are you an individual who has a passion for silviculture? Are you committed to working with other natural resource specialists to meet the reforestation and young stand management needs on state trust lands? The Washington State Department of Natural Resources is looking for an individual to fill their Silviculture Forester position in the South Puget Sound Region.

DUTIES:

Responsibilities:

The silviculture forester is responsible for implementing the Department's reforestation and young stand management activities on state trust lands including evaluation of forest stands and compliance of treatment activities for contracts. This position works under the guidance of the region silviculturist, the Habitat Conservation Plan, the Forest Practice Rules, the Policy for

Sustainable Forests, the Endangered Species Act, all applicable collective bargaining agreements for the positions supervised, and all other applicable laws, rules, regulations, and agency policies, procedures, and guidelines. This position reports to the region silviculturist and interacts with agency staff, the general public and other state, county, and federal agencies on a routine basis.

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.

Required Qualifications:

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

(Salary range: \$3,734-\$5,013 per month):

- 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.
- 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.
- DNR Core Competencies:
 - Personal Accountability
 - Value Others
 - Compassionate Communication
 - Inspire Others
 - Commitment to Excellence

Natural Resource Specialist 2 will meet the NRS1 required qualifications in addition to the qualifications below:

(Salary range: \$4,216-\$5,673 per month):

- A Bachelor's degree in forest management or related natural resource field. OR an Associate's degree in forest management or related natural resource field AND two years of forestry experience at the entry level. OR an equivalent combination of education and/or experience.
- 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).
- 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 navigating using digital maps, GPS, and compass.
- Knowledge of young stand establishment and maintenance practices and treatments.
- Dedication to a Safe Workplace: Demonstrates leadership in the maintenance and development of a safe and healthy work environment. Being empowered to identify, resolve or mitigate observed safety concerns.
- 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 forest mensuration, and forest biology.
- Proficient computer skills such as MS Word, MS Excel, and an aptitude for learning new software programs.
- Ability to navigate using mobile devices, maps, aerial photos, compass, and GPS.

- Ability to inspect, instruct, and work with contract crews to ensure silvicultural prescriptions are met.
- Ability to traverse unit boundaries and accurately create a map in GIS.
- 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.
- Ability to work independently and as part of a team to develop and achieve department and project goals.

Special Requirements and Conditions of Employment:

- Must be at least 18 years of age at the time of hire.
- Requires large majority (70%) of time in the field and traveling between sites in the work unit. Occasional travel out of the work area is required.
- A majority (70%) of the work is performed in isolated unimproved natural forestry settings. The individual must be able to traverse uneven terrain in all weather conditions. Must be able to cover reasonable distances per day in the field on moderate to very difficult terrain. Must be willing to work alone and in remote terrain and in all weather conditions. Office work requires use of standard office furniture and equipment (e.g. desks, files, cabinets, computers, telephones, copy machines, etc.).
- 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.
- Employees of the Department of Natural Resources (DNR) are required to complete their primary series of COVID-19 vaccines (be fully vaccinated against COVID-19) or be approved for a medical or religious accommodation as a condition of employment. Please note, any offer of employment is contingent and no start date will be approved until you have either verified your vaccine status or have an approved accommodation. "Fully vaccinated" means the following: An employee is fully vaccinated against COVID-19 two weeks after they have received the second dose in a two-dose series of a COVID-19 vaccine (e.g., Pfizer-BioNTech, Moderna, Novavax) or a single-dose COVID-19 vaccine (e.g., Johnson & Johnson (J&J)/Janssen) authorized for emergency use, licensed, or otherwise approved by the FDA or listed for emergency use, or otherwise approved by the World Health Organization.

Desired Qualifications:

- Two years of professional forestry experience OR a Master's of Science in forest management or closely related subject.
- Two years of professional forestry experience in young stand establishment (including experience with herbicide application) and maintenance practices and treatments.
- Two years of experience using GPS and ArcGIS products.
- Knowledge of Policy for Sustainable Forests, Habitat Conservation Plan, and related agency policies.
- Knowledge of Forest Practice Rules and SEPA process.

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.
- Candidates that move forward in the recruitment process will be contacted via email from 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.

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 Brian Williams at brian.williams@dnr.wa.gov, 425-736-4726 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.

Natural Resource Specialist 2/NRS1 In-Training, Silviculture Forester 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 have 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?
 - Yes
 - No

- * 4. Will you be at least 18 years of age at the time of hire?
 - Yes
 - No

- * 5. Do you have a valid driver's license and at least two years of driving experience?
 - Yes
 - No

- * 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
 - Zip Recruiter
 - Diversity Jobs
 - Facebook
 - Other (please specify below)

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

* Required Question