

**State of Washington  
Dept. of Natural Resources  
invites applications for the position of:  
Recreation Technician, Natural Resource  
Technician 3**

**careers.wa.gov**  
Working for Washington State

**SALARY:** \$3,167.00 - \$4,216.00 Monthly  
\$38,004.00 - \$50,592.00 Annually

**OPENING DATE:** 09/02/22

**CLOSING DATE:** 09/18/22 11:59 PM

**DESCRIPTION:**



WASHINGTON STATE DEPARTMENT OF  
**NATURAL RESOURCES**



**Recreation Technician, Natural Resource Technician 3  
Recruitment #2022-9-7581/8503  
Full-time, Project, Represented positions  
Anticipated Project employment is October 2022-October 2023  
Location: Pacific Cascade Region- Battle Ground, WA**

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

Are you someone who loves the outdoors, and is passionate about recreation opportunities in Southwest Washington State? Do you have previous trail building experience? Natural Resource experience? Park Ranger experience? Do you enjoy helping people and leading others? If you enjoy the outdoors, appreciate a remote natural environment, have good practical outdoor skills with a proven ability to work independently and in a team environment, then this job, in the Pacific Cascade Region, may be for you!

The Washington State Department of Natural Resources has an opening for two project Natural Resource Technician 3, in the Pacific Cascade Region located in Southwest Washington. These are project positions that are expected to last through October 2023. The Natural Resource Technician 3 is critical to monitoring and maintaining the Pacific Cascade Regions trails and facilities as well as collaborating with area volunteers and partners. These position are highly visible to the public and acts as a key point of contact in the field for visitors, user groups, volunteers, campground hosts, and a variety of recreational user groups. The Natural Resource Technician 3 is supervised by a Recreation Forester (Natural Resource Specialist 1).

**DUTIES:**

**Responsibilities:**

- Trail, Site, Facility, and Equipment Maintenance & Operations.
- Representing the agency in a positive manner when interacting with the public.
- Collaborating with other foresters.
- Community Engagement – working with volunteers
- Decision making
- Working independently
- Creating a safe work environment.
- Creating and maintaining respectful working relationships
- Working as a team member
- Resource Protection

**QUALIFICATIONS:****Required Qualifications:**

- One year of job related experience conducting basic facility maintenance and repairs.
- Knowledge of methods and techniques for conducting basic facility maintenance and repairs.
- Experience operating and performing routine maintenance on chainsaws, quads, motorcycles, small excavators, and other light equipment, as well as hand tools common to trail and facility maintenance and repairs.
- Knowledge of principles and practices of recreation management, and how public involvement fits into the landscape.
- Effective written and verbal communication skills.
- One year of job related experience working independently and as part of a highly motivated team.
- Teamwork and/or Self-Management.
- DNR Core Competencies:
  - Personal Accountability
  - Value Others
  - Compassionate Communication
  - Inspire Others
  - Commitment to Excellence

**Conditions of Employment:**

- 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.
- Successful completion of ATV safety training
- Successful completion of DNR Trailer towing training
- Must be at least 18 years of age at time of hire.
- Primarily a field position, working approximately 95% in the field and 5% in the office. Individual must be able to traverse and drive in uneven rugged terrain under all weather conditions. Sustained vehicle operation for long periods of time (2-4+ hours). Sustained outdoor work (4-6+ hours) in adverse weather conditions. The position will require operating a four wheel drive vehicle on highway and forest roads, as well as trail hiking, and riding ATV's on trails in moderate to difficult terrain.
- Position requires large majority (95%) of time in the field traveling alone between trailheads, trails, day use areas, and work centers. Most travel will be in region. Travel and/or overnight stays may be required at times to attend trainings and meetings.
- 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.

**Desired Qualifications:**

- A Bachelor's degree involving major study in forest recreation management, natural resource, or related field and one year of professional field experience in forestry, resource or park management (state or federal), natural resources recreation management or in a closely related natural resource field.
- OR
- Three (3) years' experience as a Crew Supervisor, Forest or Natural Resources Technician, Engineering Aid, or equivalent or higher. Examples include, but are not limited to: previous experience as a trail maintenance and operations manager or crew supervisor, wildland fire prevention and protection with experience supervising crews and resources, recreation/public use crewmember with experience in trail construction and maintenance of recreation facilities, or experience in education and enforcement.
- Journeyman level carpentry skills.
  - Basic understanding of grant application and implementation processes.
  - Working with volunteers or experience as a volunteer.
  - Experience in map reading and orienteering skills, using maps, compass, GPS, Trimble recon devices.
  - Planning, construction, and maintenance as related to outhouses, kiosks, pavilions, septic systems, wells, water systems, recreation bridges and other outdoor recreation related sites, facilities, and structures.
  - Knowledge of: DNR and USFS trail design standards; maintenance standards and various maintenance activities associated with recreation facilities, including trails, trailheads, campgrounds and day-use facilities; and methods and practices of construction activities.
  - Familiarity with Washington Department of Natural Resources public use and trust land management responsibilities and practices.
  - ORV, equine, hiking, and mountain bike riding skills, as well as strong outdoor skills.
  - Conflict resolution experience.

## 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](http://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:**

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](mailto: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](http://www.washingtonrelay.com).

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

**Questions?** Please contact Sharon Steriti at [sharon@steriti@dnr.wa.gov](mailto:sharon@steriti@dnr.wa.gov), 360-852-3390 or e-mail us at [DNRrecruiting@dnr.wa.gov](mailto: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](mailto:CareersHelp@des.wa.gov).

**Recreation Technician, Natural Resource Technician 3 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 one year of job related experience conducting basic facility maintenance and repairs?

- Yes
- No

\* 4. Do you have experience operating and performing routine maintenance on chainsaws, quads, motorcycles, small excavators, and other light equipment, as well as hand tools common to trail and facility maintenance and repairs?

- Yes
- No

\* 5. Do you have one year of job related experience working independently and as part of a highly motivated team?

- Yes
- No

\* 6. Do you have a valid driver's license and have two years of driving experience?

- Yes
- No

\* 7. Will you be at least 18 years of age at time of hire?

- Yes
- No

\* 8. 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
- Zip recruiter
- Diversity.com
- Other (please specify below)

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

\* Required Question