



State of Washington
Forest Check Cruiser 1

SALARY	\$4,385.00 - \$5,900.00 Monthly \$52,620.00 - \$70,800.00 Annually	LOCATION	Cowlitz County - Castle Rock, WA
JOB TYPE	Full Time - Permanent	REMOTE EMPLOYMENT	Flexible/Hybrid
JOB NUMBER	2023-12-5983-15486	DEPARTMENT	Dept. of Natural Resources
OPENING DATE	12/06/2023	CLOSING DATE	12/20/2023 11:59 PM Pacific
SALARY INFORMATION	The high end of the salary range, Step M is typically a longevity step		

Description



WASHINGTON STATE DEPARTMENT OF
NATURAL RESOURCES



Forest Check Cruiser 1

Recruitment #2023-12-5983

Full-time, Permanent, Represented position

Location: Pacific Cascade Region: Castle Rock, WA.

Location Flexibility may be available and considered within Pacific Cascade Region

Flexible Work Hours and Partial Telework flexibility may be available and considered

Relocation Compensation may be available and considered

Salary: \$4,385.00 - \$5,900.00 Monthly

Review of applications is ongoing. We reserve the right to make a hiring decision or close this recruitment at any time after 12/13/23. It is in your best interest to submit materials as soon as possible.

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 **Forest Check Cruiser 1** 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, timber Cruising, sales compliance, and silviculture functions of the Region team. The Forest Check Cruiser 1 position is a vital position that contributes to the success of meeting our goals and objectives both long and short term.

This position plans, organizes, implements, and provides quality control for the region timber cruising program, consults with the region Product Sales office, and Schedules cruising priorities for the region based on projected FY auction schedule & timelines. The position directly supervises the two Timber Cruisers and reports to the region Proprietary Manager. This position also 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.

Duties

Responsibilities:

- Review of materials and cruise data collected to ensure statistically sound methods were deployed on each individual project.
- Work with Timber Cruising Specialists to determine the best sampling technique and cruise intensity for the project.
- Make sure volume, sort, and grade information is expanded from measurements taken at various points on individual trees. Observe that hidden defects are estimated and anticipated breakage is calculated.
- Check that cruise data has been processed properly through department cruising software.
- Plan, organize, implement, and provide quality control for Timber Cruising Specialists' workload and region deliverables. Coordinate cruise schedule to maintain efficient cruising team production.
- Observe and report potential challenges with timber sale layout, topographic features, or environmental concerns that may negatively affect a sale.
- Provide direction and guidance to contract administrators on scale and sort sales to identify the mismanufacture of logs according to contract requirements. Provide basic log scale training, in concert with DNR check scaler, for contract administrators and other field staff.
- Train, plan, organize, implement, and evaluate the activities of 2 Region NRS2 Timber Cruisers. Provide mentorship, schedule work & monitor workloads.

Qualifications

Required Qualifications:

- Associate's degree in forestry or closely related natural resource field AND at least 2 years of professional experience in a natural resource position.
OR A combination of education and/or experience equivalent.
- Supervisory/Leadership experience.
- Understanding of current forest management objectives & timber management planning.
- Experience using basic forestry field instruments, including clinometer, compass, GPS, radio, and laser rangefinder. Ability to navigate using maps, aerial photos, ortho-photo maps and compass.
- Strong written and verbal communication skills.
- Proven ability in computer applications, including Microsoft Word, Excel, and Adobe.
- Knowledge of and experience in applying principles and practices of the forestry profession (i.e. fundamentals of silviculture, markets, and forest economics, cruising methods, sale layout, logging methods, forest engineering, recreation and multiple use, forest inventory, water quality and fisheries management and watershed management.

- Position Specific Competencies:
 - Dedication to a Safe Workplace
 - Communications Effectiveness
 - Team Leadership
 - Customer Focus
- DNR Core Competencies:
 - Personal Accountability
 - Value Others
 - Compassionate Communication
 - Inspire Others
 - Commitment to Excellence

Special Requirements and Conditions of Employment:

- A large percentage (70%) of work is performed alone in isolated managed forest areas. Incumbent must be able to traverse uneven terrain in all weather conditions. Office work requires the use of standard office furniture and equipment (e.g. desks, files, cabinets, computers, telephones, fax machines, copy machines, etc.) in a climate-controlled building.
- The position is assigned an agency vehicle and utilizes agency radio equipment and cell phones for communications in the field. Travel is confined mostly to SW Washington although may travel to all other regions to assist with cruising needs, this may result in overnight stays on per diem. Travel may be required outside normal working hours or on weekends.
- 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 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 in natural resources, forest management, forest operations, or silviculture specific to forestry in the Northwest USA and 2 years of production timber cruising experience.
- Working knowledge of SEPA policies and processes.
- Experience practicing forestry and silviculture tasks involved in the management of State trust lands.
- Supervisory experience of at least 6 months which demonstrates an ability to promote team building skills, assign work, coach, and evaluate the work product of other staff.
- Knowledge of employment rules and regulations as they apply to DNR employees.
- Experience with forest growth and yield simulators.
- Knowledge of the Incident Command System.

Don't let doubts stop you from applying for this position - If you have any questions about the required qualifications or how your past experience relates to them, please contact us at DNRrecruiting@dnr.wa.gov. A note to potential candidates: Studies have shown that women, trans, non-binary, Black, Indigenous, and people of color (BIPOC) are less likely to apply for jobs unless they feel they meet every qualification as described in a job description. We value diversity and inclusion in our organization, and we are looking for the best person for the job. Don't hesitate to apply!

Supplemental Information

Application Requirements:

- To be considered you must apply online at www.careers.wa.gov (Click on the APPLY button above).
- 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 it with your 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 who move forward in the recruitment process may be contacted via email at 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 Becky VonDracek at Becky.VonDracek@dnr.wa.gov, (360)749-6825 or e-mail us at DNRrecruiting@dnr.wa.gov

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 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.

Additional Information:

This recruitment may be extended and may also be 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.

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 it. 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 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 in the application/testing process or this job announcement in an alternative format may call (360) 522-2500 or email DNRecruiting@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.

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.

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, 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>

Forest Check Cruiser 1 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 or closely related Natural Resource field AND at least 2 years of professional experience in a natural resource position? OR A combination of education and/or experience equivalent?

Yes

No

***QUESTION 4**

Do you have supervisory/leadership experience?

Yes

No

***QUESTION 5**

Do you have experience using basic forestry field instruments, including clinometer, compass, GPS, radio and laser rangefinder?

Yes

No

***QUESTION 6**

Do you have proven ability in computer applications, including Microsoft Word and Excel and Adobe?

Yes

No

***QUESTION 7**

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

Yes

No

***QUESTION 8**

Where did you originally 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)

QUESTION 9

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

* Required Question