

**State of Washington  
Dept. of Natural Resources  
invites applications for the position of:  
Forester, Natural Resource Specialist  
2/Natural Resource Specialist 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:** 10/05/21

**CLOSING DATE:** 10/19/21 11:59 PM

**DESCRIPTION:**



WASHINGTON STATE DEPARTMENT OF  
**NATURAL RESOURCES**



**Forester, NRS2/NRS1 In Training  
Recruitment #2021-10-1596/3865/6748/6918**

These are Full-time, Permanent, Represented positions.

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

The Department of Natural Resources (DNR) have some exciting opportunities within our South Puget Sound Region. The Forester positions work in the Black Hills District and support the Department's mission and goals by implementing ecologically sound forest management under the guidance of the State Lands Habitat Conservation Plan to meet the Agency's Trust obligations.

The Black Hills District is comprised of two units, Delphi and Littlerock, that together contain approximately 100,000 acres of DNR Trust Lands within Grays Harbor and Thurston Counties, primarily in the Capitol State Forest near Olympia.

**DUTIES:**

**Responsibilities:**

These positions work within a team of foresters and forest engineer under the supervision of the Delphi or Littlerock Unit Manager within the Capitol Forest. The chosen candidates will work independently and as part of a team, with regular interaction with other foresters, forest engineers, other natural resource professionals, as well as other agency/organization members, stakeholders, and the public. The position responsibilities are split between timber sale layout and compliance. During timber sale layout the successful candidate will be responsible for the field design of timber sale proposals, including reconnaissance, harvest unit design and implementation, initial road location, and selection of harvest methods. Work includes completion of presales documentation packets containing maps, informational reports, and environmental documents. The successful

candidate will also eventually serve as a contract administrator for timber sales and road plan contracts. Contract administration duties include working to ensure all road and timber sale contract requirements and payments are met, and ensuring all harvest and road building activities comply with applicable policies and laws. The candidate may respond to public and other agency requests relative to State Lands management within their respective unit in the Black Hills District.

## QUALIFICATIONS:

This may be filled as an 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.
- 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 navigating using maps, aerial photos, compass, orthos, clinometer, radio, laser rangefinder, GPS, and chain.
- Experience using GPS devices.
- Dedication to 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.
- Must be at least 18 years of age at the time of hire.
- Ability to obtain and maintain a WSDA Pesticide Applicators License
- 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.
- A 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 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
- **IMPORTANT NOTE:** The Commissioner of Public Lands has instituted a requirement that all employees of the Department of Natural Resources (DNR) be fully vaccinated against COVID-19 by October 18, 2021, as a condition of employment. Vaccination status will be verified at the time an offer of employment is made. An accommodation may be available for individuals who have a sincerely held religious belief or a medical reason for not receiving the COVID-19 vaccination.

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

- All required qualifications listed above for the Natural Resources Specialist 1.
- One year of forestry experience at the entry level,
- 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.
- 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 coursework in silviculture and mensuration.
- One year of professional forestry experience.
- Knowledge of Policy for Sustainable Forests, Habitat Conservation Plan, and related agency policies.
- Experience with inspecting, instructing, and working with camp and contract crews to ensure silvicultural prescriptions are met.
- 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:****Location:**

One of the world's most scenic places, Washington State offers breathtaking discoveries for people who love natural beauty and outdoor recreation, from the Pacific Coast shores to the rugged Cascade Mountains to the rolling hills of the Palouse. Your office will be located in Tumwater For more information on this area visit, <https://www.ci.tumwater.wa.us/>

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.

**[About the Department of Natural Resources \(DNR\).](#)**

Our mission is to manage, sustain, and protect the health and productivity of Washington's lands and waters to meet the needs economically and socially for current and future generations. 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.

**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.

**How to Apply:**

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.

**Application Requirements:**

- 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!

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).

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 Derwood.Duncan at 360-280-3113/ [Derwood.Duncan@dnr.wa.gov](mailto:Derwood.Duncan@dnr.wa.gov), DeeDee Korsikas-Fogg at 425-681-0448/ [Deedee.korsikas-fogg@dnr.wa.gov](mailto:Deedee.korsikas-fogg@dnr.wa.gov) 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).

**Forester, Natural Resource Specialist 2/Natural Resource Specialist 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 have an associate's degree in forest management or related natural resource field? OR a combination of equivalent education and/or experience?

Yes No

\* 4. Do you have experience with fundamental logging/forest management principles and methods?

 Yes No

\* 5. Do you have experience using GPS devices?

 Yes No

\* 6. Are you or 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. Where did you hear about this job posting?

 [www.dnr.wa.gov](http://www.dnr.wa.gov) [www.careers.wa.gov](http://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)

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

\* Required Question