



## State of Washington Natural Resource Specialist 2/NRS1 In-Training

<b>SALARY</b>	\$3,700.00 - \$5,615.00 Monthly \$44,400.00 - \$67,380.00 Annually	<b>LOCATION</b>	Clallam County – Forks, WA
<b>JOB TYPE</b>	Full Time - Permanent	<b>JOB NUMBER</b>	2023-11-7193-15316
<b>DEPARTMENT</b>	Dept. of Natural Resources	<b>OPENING DATE</b>	12/01/2023
<b>CLOSING DATE</b>	12/14/2023 11:59 PM Pacific	<b>SALARY INFORMATION</b>	The high end of the salary range, Step M is typically a longevity step

### Description



WASHINGTON STATE DEPARTMENT OF  
**NATURAL RESOURCES**



**Natural Resource Specialist 2/NRS1 In-Training****Recruitment #2023-11-7193****Full-time, Permanent, Represented position****Location: Olympic Region- Forks, WA****Relocation Compensation may be available and considered****Salary: \$3,700.00 - \$5,615.00 Monthly**

**Review of applications is ongoing.** We reserve the right to make a hiring decision or close this recruitment at any time after 12/7/23. It is in your best interest to submit materials as soon as possible.

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

Are you someone who loves the outdoors, and is passionate about becoming a natural resource forester working for Washington State? If you love working in the outdoors, appreciate a remote natural environment, and have good practical forestry skills with a proven ability to work as part of a small team, then this is the job for you.

This position is responsible for collecting and evaluating data on young forest stands to ensure adequate stocking levels are present in order to meet future forest management goals and objectives. This position is also responsible for analyzing site factors and competing vegetation conditions and planning future silvicultural activities to promote forest health and productivity, increase revenue for the trusts, and sustain wildlife habitat. Additionally, this position prepares and administers silviculture contracts with both private contractors and Olympic Correction Center crews.

**Duties****Responsibilities:**

- Ensure proper reforestation and timely vegetation management with acceptable survival, site occupancy, and maximum tree growth rates.
- Collect, summarize, and analyze young forest data.
- Select and prioritize appropriate treatments to be included in the contract and inmate correctional camp work plans to achieve the desired results.
- Produce quality silviculture contracts using knowledge of policies, procedures, rules and regulations, and program deliverables.
- Facilitate clear communication of contractual requirements to the public, contractors, and internal stakeholders through written documents, in-person meetings, and public outreach.
- Ensure environmental, social, political, contractual, and fiscal objectives are met. Resolve disputes to the full extent in accordance with contractual obligations. Maintain written documentation of resolutions.

- Foster good working relations with the community and adjacent landowners. Be transparent about our operations. Consult and negotiate with adjacent landowners and external stakeholders through various means including public meetings, field site visits, and written and oral communication to resolve property line discrepancies.
- Ensure a safe work environment and foster good working relationship with neighbors and stakeholders. Best management practices will be used by employees and contractors, including proper use of herbicides, adherence to all rules and regulations, Worker Protection Standards, and department safety protocols.

## Qualifications

**This may be filled as an in-training position.** This is designated as a 12-24 month training plan. 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 1 (NRS2 In-Training)** or **Natural Resource Specialist 2**, depending on qualifications.

### Required Qualifications:

#### **Natural Resource Specialist 1 (NRS2 In-Training)**

(Salary range: \$3,700 - \$4,968 per month):

- Knowledge of all laws, policies, and practices related to timber sales programs.
- Knowledge of timber and land management planning and practices.
- Knowledge of silviculture contract preparation and administration.
- Knowledge of 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.)
- Written and verbal communication skills.
- Facilitation and negotiation skills.
- DNR Core Competencies:
  - Personal Accountability
  - Value Others
  - Compassionate Communication
  - Inspire Others
  - Commitment to Excellence

**Natural Resource Specialist 2**

(Salary range: \$4,174-\$5,615 per month):

- One year of professional forestry experience.
- Demonstrated knowledge of ecological, silvicultural, and forest management principles.
- Experience with current forest management plans and associated agency policies and rules.
- Experience with silviculture contract preparation and administration.
- Knowledge of theory, policy, principles, and practices of the forestry profession as applied to the 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.).
- Knowledge of current forest practices rules, forestry laws, and practices.
- Written and verbal communication.
- Facilitation and negotiation skills.
- Demonstrated commitment to fostering and supporting an environment that honors diversity, equity, inclusion, and environmental justice practices.
- Perform assigned duties in a manner consistent with applicable laws, regulations, and public records retention and requests are followed.

**Special Requirements and Conditions of Employment:**

- The position's assigned duty station is the Olympic Region office in Forks. This is a field forester position with approximately 60% of the work performed outdoors, alone, and in remote areas. The ability to perform arduous work while traversing steep, rugged terrain under a full spectrum of environmental conditions is necessary. Approximately 30% of the work involved is performed in a typical office setting. The remaining 10% is operating a motor vehicle.
- Travel outside the region for training sessions and wildland fire incidents is necessary, but not exceedingly different than the normal field and office settings described. The employee is eligible for per diem and lodging costs when in travel status, except when provided. A commute will be required to reach most job sites and trainings. The use of an assigned vehicle will be the primary mode of travel. However, the use of specialty vehicles and pool vehicles will be used when specific tasks or efficiency dictate.
- 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.
- Licensed as Herbicide Applicator or ability to obtain within six months of employment with Laws and Safety, R/W, and Agricultural weed endorsements.

**Desired Qualifications:**

- Bachelor's Degree in Forest Management or related field.
- 2 years as a Natural Resource Specialist 1 in the Department of Natural Resources.
- Familiarity with DNR HCP, Policy for Sustainable Forests, and other procedures and policies.
- Familiarity with current software used in word processing, spreadsheets, and forestry applications.
- Well-developed written and verbal communication skills.
- Experience with the use of herbicides in forest settings.

**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](mailto:DNRrecruiting@dnr.wa.gov). A note to potential candidates: Studies have shown that women, trans, non-binary, and Black, Indigenous, and people of color (BIPOC) are less likely to apply for jobs unless 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](http://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](mailto: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 Holly Nay at [Holly.Nay@dnr.wa.gov](mailto:Holly.Nay@dnr.wa.gov)/(360)640-3989 or e-mail us at [DNRrecruiting@dnr.wa.gov](mailto: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](http://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 [DNRrecruiting@dnr.wa.gov](mailto:DNRrecruiting@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](mailto: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

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### 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>

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

- Yes  
 No

**\*QUESTION 4**

**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 5**

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

\* Required Question