

**State of Washington
Dept. of Natural Resources
invites applications for the position of:
Implementation Monitoring Program
Manager, Natural Resource Specialist 4**

careers.wa.gov
Working for Washington State

SALARY: \$4,738.00 - \$6,368.00 Monthly
\$56,856.00 - \$76,416.00 Annually

OPENING DATE: 01/10/22

CLOSING DATE: 01/31/22 11:59 PM

DESCRIPTION:



WASHINGTON STATE DEPARTMENT OF
NATURAL RESOURCES



**Implementation Monitoring Program Manager, Natural Resource Specialist 4
Recruitment #2022-1-6256**

This is a Full-time, Permanent, Represented position.

Location: Natural Resources Building, Olympia

Want to join something GREAT and make a difference?

The Department of Natural Resources (DNR) has an exciting opportunity within our Forest Resources Division. If you enjoy working at the intersection between science and practice in natural resource management, this could be a great opportunity for you! This position is the designated expert for the implementation monitoring program on forested DNR Trust lands. This includes monitoring timber sales, silviculture, and other activities to assess compliance with agency and external requirements and to make recommendations for program improvements. This is a lead position responsible for identifying a variety of monitoring methodologies, including the use of remote sensing technologies such as LIDAR or high resolution aerial photography in addition to more traditional field-based methods. There will be opportunities to pilot new projects and develop monitoring protocols. Some of the monitoring projects will require hiring seasonal staff to collect data, allowing for the development of supervisory skills. Monitoring results will be summarized and presented, and are expected to lead to the improvement of management practices and outcomes of statewide significance. The position interacts with a wide variety of staff within DNR's organization, including regional operations as well as a diverse group of scientific and operational support teams.

DUTIES:

Responsibilities:

- Managing the statewide implementation monitoring program, evaluating DNR Trust land programs and activities for compliance with policy, procedure, and other standards;
- Identifying and selecting critical timber sales, silviculture, and other activities for monitoring in consultation with division and region program staff;
- Establishing statistically rigorous monitoring methodologies and testing new field or remote techniques such as LiDAR to improve monitoring effectiveness and/or efficiency;
- Developing a monitoring cadre, utilizing region and division staff, or hiring seasonal field technicians as needed to support specific projects;
- Collaborating with other workgroups in the Department to potentially mine data for monitoring purposes, and conducting remote and field data collections as needed;
- Compiling, analyzing and summarizing data;
- Reviewing findings with program specialists from divisions and regions, providing expert consultation on issues and challenges with current practices;
- Developing written monitoring performance reports, and presenting results to various audiences.
- Recommending modifications to procedures, training, and implementation practices to improve program outcomes (financial, ecological, and social) of statewide significance; and
- Coordinating development and implementation of needed changes to agency processes.

Other duties include:

- Assisting with the fulfillment of other reporting requirements, including those specified for the Trust Lands Habitat Conservation Plan, forest certification, and the Policy for Sustainable Forests);
- Occasionally supporting silviculture research projects.

QUALIFICATIONS:

Required Qualifications:

- A bachelor's degree in forestry, silviculture, or closely related natural resource field from an accredited institution. AND Five years of professional field experience in natural resource management or forest research
OR
A Master's or PhD degree from an accredited institution provided the field of study was forestry, forest management, or closely related. AND Three years of professional field experience in natural resource management or forest research.
- Experience developing, implementing, organizing, and managing a project or set of field studies.
- Ability to clearly and effectively communicate, both orally and in writing, including providing instruction, presentations to diverse audiences, and writing and editing technical reports.
- Education and experience in forest mensuration, sampling, and statistics, including experimental design, research methods, sampling procedures, error assessment methods, and data analysis.
- Experience using word processing, spreadsheet, and office software, including GIS and databases.
- May be required to obtain a Washington State pesticide handler license within 6 months of employment.
- 55% office work and up to 45% field work. The building environment consists of a cubicle workstation with a computer in an open area that is subject to loud noises from nearby conversations, telephones, ventilation and "white noise". Field work requires the ability to work on uneven terrain in all weather conditions.
- Travel up to 50% of the year, locally and around the state to region office and field locations. Travel may be concentrated in periods of the year during trainings and field work seasons. Overnight travel may be required when travelling to some region offices and field due to long travel distances. Rarely will travel occur outside of the state of Washington. Candidate must be able to drive a state vehicle and travel independently to those locations.
- 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
- All employees of the Department of Natural Resources (DNR) are required to be fully vaccinated against COVID-19 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, based on the essential functions of this position.

Our ideal candidate will also have the qualifications listed below:

- Master's or doctorate degree in forestry, silviculture, or closely related natural resource field from an accredited institution.
- Experience with remote sensing technologies.
- Knowledge of Department programs, practices, related laws, regulations, and policies.

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 (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.
- Attach a copy of your college degree certificate or an unofficial copy of your transcripts.
- Complete all supplemental questions.

Additional Information:

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.

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. 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.

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 Florian Deisenhofer at 360-628-7101, Florian.Deisenhofer@dnr.wa.gov 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.

Implementation Monitoring Program Manager, Natural Resource Specialist 4 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 a bachelor's degree in forestry, silviculture, or closely related natural resource field from an accredited institution? AND Five years of professional field experience in natural resource management or forest research? OR A Master's or PhD degree from an accredited institution provided the field of study was forestry, forest management, or closely related. AND Three years of professional field experience in natural resource management or forest research?

- Yes
 No
- * 4. Have you attached a copy of your college degree certificate or an unofficial copy of your transcripts? This is a required attachment.
- Yes
 No
- * 5. Do you have experience developing, implementing, organizing, and managing a project or set of field studies?
- Yes
 No
- * 6. Do you have education and experience in forest mensuration, sampling, and statistics, including experimental design, research methods, sampling procedures, error assessment methods, and data analysis?
- Yes
 No
- * 7. Do you have experience using word processing, spreadsheet, and office software, including GIS and databases?
- Yes
 No
- * 8. Do you have a valid driver's license and at least two years of driving experience?
- Yes
 No
- * 9. 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
 ZipRecruiter
 DiveristyJobs
 Other (please specify below)
- * 10. If you answered "other" to the previous question, please specify how you learned of this employment opportunity in the space below.

* Required Question