

**State of Washington  
Dept. of Natural Resources  
invites applications for the position of:  
Handcrew Superintendent, Wildland Fire  
Operations Technician 3-Newaukum**

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

**SALARY:** \$3,887.00 - \$5,229.00 Monthly  
\$46,644.00 - \$62,748.00 Annually

**OPENING DATE:** 05/12/22

**CLOSING DATE:** 06/12/22 11:59 PM

**DESCRIPTION:**



WASHINGTON STATE DEPARTMENT OF  
**NATURAL RESOURCES**



**Handcrew Superintendent, Wildland Fire Operations Technician 3-Newaukum**

**Recruitment #2022-5-A055**

**Full-time, Permanent, Represented position.**

**Location: Pacific Cascade Region- Chehalis, WA.**

**Relocation Compensation may be available and considered.**

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

Pacific Cascade Region, Wildfire District is actively seeking to fill a Newaukum Handcrew Superintendent. The selected applicant(s) will likely be stationed in the North Fire Unit at Chehalis, WA. Pacific Cascade Region is a diverse and beautiful location. In a typical workday, you can go from the heights of White Pass, to the shores of the Long Beach Peninsula. Interested individuals can find numerous miles of hiking along the Pacific Crest Trail, snow sports at White Pass, fishing along the Columbia River, big game hunting in the Willapa Hills, duck hunting or bird watching at numerous National Wildlife Refuges and the splendors of one of the most productive shellfisheries in the world! For the urbanites among us, the Region is host to Vancouver, Kelso, Longview, Chehalis and Centralia and is just a short hop away from Portland and Olympia areas. Sports fans can easily travel to support the Seahawks, Blazers, Mariners, Winterhawks, Timbers, Sounders and now the Kraken! Finally, for the true explorers Pacific Cascade Region is home to some of the best sasquatching locations in country!

**DUTIES:**

**Responsibilities:**

These positions provide daily operational management to a fire management program. This position will supervise 1 WFOT2 (Foreman) and be the second line supervisor for 4 WFOT1

(squadboss) and 4 exempt seasonal firefighters. This position will closely interact with the rest of the fire management team in the region, as well as the other programs within the department and external partners/stakeholders. The selected candidate will runs day to day operations for the Newaukum Hand Crew under the guidance of a Fire Management Officer, the position is responsible for organizing and directing crew, managing crew fatigue and initiating appropriate responses to incidents. The North Fire Unit encompass a diverse range of landscape, and complex fire management. The right candidate will be a developing leader looking to recruit and develop a team of fire fighters.

This position is well suited to challenge driven individuals, who thrive under high demand work, building relationships and stressful environments.

Bring your creativity, enthusiasm and work ethic and join a team building for the future!

#### **What will we trust you with?**

- Team building
- Coaching
- Mentoring
- Informing, educating and inspiring
- Relationship building
- Critical decision making
- Collaboration

### **QUALIFICATIONS:**

#### **Required Qualifications:**

- Wildland fire suppression experience.
- Proven past experience in agreement and contract negotiations.
- 2 years of supervisory experience.
- Certified as a NWCG Single Resource Boss-Crew Boss or ability to obtain within 12 months of hire.
- Must pass work capacity test annually at the arduous level required by current red card qualifications.
- Employee Empowerment.
- Team Cohesion.
- 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
- Work is performed in an office setting (30%) and alone in isolated unimproved natural areas within the unit (70%). Incumbent must be able to traverse uneven terrain in all weather conditions.
- Position requires travel (50%) to the field for project work, fires, or supervision, attend meetings or various trainings. Frequent overnight travel is required for trainings, meetings, and fire assignments
- 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 setting 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 Degree or Associates Degree in Fire Science, Natural Resource Management or a closely related field.
- Certified NWCG Incident Commander Type 4 and Task Force Leader.
- Commitment to continual learning and adaption to technology advances.
- Skills in evaluating others' abilities, and assessing training needs.
- Facilitative skills to work with groups of people to solve issues.

## **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.
- Attach a copy of your current Incident Qualification Card, Master Record, or other documentation showing current NWCG qualifications.
- 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 Josh Mohler at [josh.mohler@dnr.wa.gov](mailto:josh.mohler@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).

### **Handcrew Superintendent, Wildland Fire Operations Technician 3-Newaukum 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. Are you certified as a NWCG Single Resource Boss-Crew Boss or have the ability to obtain within 12 months of hire?  
 Yes  
 No
- \* 4. Have you attached a copy of your current Incident Qualification Card, Master Record, or other documentation showing current NWCG qualifications?  
 Yes  
 No
- \* 5. Do you have wildland fire suppression experience?  
 Yes  
 No
- \* 6. Do you have experience in agreement and contract negotiations?  
 Yes  
 No
- \* 7. Do you have 2 or more years of supervisory experience?  
 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
- Facebook
- Twitter
- College career fair/university website
- Handshake
- Newspaper
- Direct Email Notification
- Statewide Employee Business Resource Groups (BRG)
- Professional/Personal Network
- Job Board
- Job Fair
- ZipRecruiter
- DiveristyJob
- 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