

**State of Washington
Dept. of Natural Resources
invites applications for the position of:
Federal Lands Environmental Planning
Program Manager, Environmental Planner 5**

careers.wa.gov
Working for Washington State

SALARY: \$6,063.00 - \$8,156.00 Monthly
\$72,756.00 - \$97,872.00 Annually

OPENING DATE: 05/05/22

CLOSING DATE: 06/02/22 11:59 PM

DESCRIPTION:



WASHINGTON STATE DEPARTMENT OF
NATURAL RESOURCES



**Federal Lands Environmental Planning Program Manager, Environmental Planner 5
Recruitment #2022-5-A123
Full-time, Permanent, Represented position.
Location: Natural Resources Building- Olympia, WA.**

POSITION UPDATED! Review of applications ongoing. The hiring authority reserves the right to make a hiring decision at any time or close this recruitment at any time. It is in the applicant's best interest to submit material as soon as possible.

Want to join something GREAT and make a difference?

The Department of Natural Resources (DNR) has an incredible opportunity within our Forest Resiliency Division/Federal Lands Section. Are you interested in conducting environmental planning, research, and field studies that support land management decisions that support habitat and wildlife objectives on United States Forest Service (USFS) and Bureau of Land Management (BLM) lands? The Forest Resiliency Division is seeking qualified and motivated candidates who are driven to achieve results and lead a cadre of specialists dedicated to supporting federal environmental planning efforts conducted under the National Environmental Policy Act (NEPA) across Washington's beautiful and diverse federal lands.

As part of the division and as a program manager, this position will work alongside an existing robust operational program focused on implementing federal restoration projects consisting of professional foresters, engineers, and land managers supporting federal partners goals and objectives. In this position, you will develop an annual program of work and lead a professional science team focused on increasing the pace and scale of environmental planning activities conducted under NEPA on federal lands throughout Washington. This position represents a first of its kind opportunity to provide dedicated support to federal partners and accelerate the NEPA

planning process using state resources and expertise to ensure federal environmental law compliance.

This position coordinates closely with DNR staff overseeing the department's Forest Health 20 Year Strategic Plan and 2020 Forest Action Plan to support the goals and strategies outlined in those overarching plans related to accelerating federal partners planning efforts. This position will work directly with local USFS and BLM Interdisciplinary Teams to identify areas of need where the DNR can use its resources most effectively and act as a representative of the DNR when engaging with stakeholders related to these efforts.

You will both complete and oversee a broad variety of planning activities throughout the entire required federal planning process from technical surveys to specialist reports for incorporation into planning proposals such as environmental assessments, environmental impact statements, and categorical exclusions through public scoping to the development of proposed alternatives. This position supervises a professional group of specialists ranging from fisheries and wildlife biology to soils and geologic science and archeology who work statewide to directly support in progress or developing planning proposals on USFS and BLM lands.

DUTIES:

Responsibilities:

- Responsible for development and management of the Federal Lands Environmental Planning Program (FLEPP) portfolio of work including oversight of program reporting, deliverables, and budget accountability.
- Develop and implement the long term vision, goals, programmatic objectives, organizational management, and coordination of FLEPP to meet long-term program targets and support federal partner planning efforts through direct analysis of resources needed to bring federal environmental planning efforts through to final decision signature.
- Serves as the principle consultant and project coordinator for NEPA planning activities conducted by the program, primarily with the use of the department's Good Neighbor Authority (GNA) agreements.
- Work closely with department staff focused on supporting federal partners to ensure cohesive function and clarity of roles and outcomes directly related to the state's efforts to accelerate NEPA planning efforts at the local level and statewide.
- Coordinate closely with federal partner planning managers and specialists in planning activities conducted by the FLEPP through regular engagement at the field, virtual, or in-person meetings to ensure projects meet or exceed expectations and requirements.
- Develop and administer contracting resources to expand the capacity of FLEPP through public state advertisement and bidding systems and processes.
- Support agreement development as a subject matter expert in federal partner needs tied to NEPA planning.
- Provide supervision, guidance, and mentorship of five full-time staff: one Environmental Planner and four Natural Resource Scientists.

QUALIFICATIONS:

Required Qualifications:

- Bachelor's degree (or greater) in Forestry, Natural Resources, or related field.
- 6 or more years of professional experience in natural resource, biological sciences, land use, urban, environmental planning and/or management.
- 4 or more years of demonstrated experience applying theory, policy, principles, and practices of natural resource environmental planning and professional technical studies or field operations, preferably in the Northwestern United States required to conduct resource management on federal, state, and/or private lands.
- 2 or more years of Supervisory Experience.
- Demonstrated history of positive, responsive, cooperative, collaborative interaction with the public and other professionals (both inter-organizational and interdisciplinary).

- Knowledge of planning principles associated with forest land management planning, planning and stewardship techniques, associated environmental laws, policies and programs at the state and federal level.
- Knowledge of methods and objectives of natural resource planning.
- 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
- Ability to work on uneven terrain in all weather conditions.
- Requires travel for meetings and field visits estimated up to 40% of time. This requires travel to regions, national forests, and other locations statewide. Interstate travel may be required at times
- 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:

- Master's degree (or greater) in Forestry, Natural Resources, or related field AND 5 or more years of professional experience in natural resource, biological sciences, land use, urban, environmental planning and/or management.
- Advanced knowledge of GNA and 1+ years of experience drafting and implementing projects under Supplemental Project Agreements including commercial harvest projects, non-commercial restoration projects such as aquatic organism passage and habitat design, hazardous fuels reduction, bridge design, transportation system maintenance, invasive species management, terrestrial wildlife habitat design, and any other restoration projects typically accomplished on federal, state, or private landscapes.
- 2 or more years of experience in strategic and operational program development including; official development of policies and procedures, fiscal and budget design, and creation of state-wide management plans.
- 2 or more years of experience with interstate and interagency coordination and consultation on natural resource related policy and environmental planning.
- 3 or more years of demonstrated experience participating in the NEPA planning process required to complete CEs, EAs, or EISs on Federal, State, or Private lands including:
 - Analysis and scoping,
 - Development of proposed actions/alternatives
 - Public comment
 - Objection process
 - Development of final decisions
- A Working Knowledge of:
 - Advanced environmental planning principles, techniques, current trends, environmental laws, policies and programs concerning all phases of Federal and State resource development;
 - Technical Studies and associated field sampling techniques, typical of environmental studies used to inform environmental planning document final decisions
 - Governmental administrative structure at the Federal, state, and local levels;
 - Current and historical environmental, social and other challenges affecting development of local, Federal and State environmental resource programs;
 - Current and historical NEPA process and requirements;
 - Methods and objectives of urban and natural resources planning;
- Ability to:
 - Accept responsibility for assigned tasks and activities;
 - Coalesce and develop a broad array of independent work plans and long-range work plans, think conceptually, observe and interpret trends, analyze data, identify key

- relationships, and draw logical conclusions
- o Maintain an effective working relationships with stakeholders, agency partners, and other relevant groups engaged in federal land management ;
- o Provide a consistent message and provide a positive attitude about the program's development and program projects;
- o Interpret federal policy and procedures;
- o Frequently communicate with federal employees through their agency policies and procedures;
- o Address large groups and write effectively;
- o Work independently or as part of a team on assigned tasks
- o A demonstrated knowledge of federal policies and procedures implemented under the USFS and other federal agencies, including the National Environmental Planning Act (NEPA), the Agricultural Act of 2014 (2014 U.S. Farm Bill), Clean Water Act, Endangered Species Act, National Historic Preservation Act, and other federal policies typically associated with implementation and planning of federal projects.

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:

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. 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.

Check us out on: [DNR's website](#) | [Facebook](#) | [Twitter](#) | [Instagram](#) | [YouTube](#) | [WordPress](#)

Questions? Please contact Trevor McConchie at trevor.mcconchie@dnr.wa.gov, 360-688-0321 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.

Federal Lands Environmental Planning Program Manager, Environmental Planner 5 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 (or greater) in Forestry, Natural Resources, or related field?
 - 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 6 or more years of professional experience in natural resource, biological sciences, land use, urban, environmental planning and/or management?

- Yes
 No
- * 6. Do you have 4 or more years of demonstrated experience applying theory, policy, principles, and practices of natural resource environmental planning and professional technical studies or field operations, preferably in the Northwestern United States required to conduct resource management on federal, state, and/or private lands?
- Yes
 No
- * 7. Do you have 2 or more years of supervisory experience?
- Yes
 No
- * 8. Do you have demonstrated history of positive, responsive, cooperative, collaborative interaction with the public and other professionals (both inter-organizational and interdisciplinary)?
- Yes
 No
- * 9. Do you have a valid driver's license and at least two years of driving experience?
- Yes
 No
- * 10. 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
 Facebook
 Other (please specify below)
- * 11. If you answered "other" to the previous question, please specify how you learned of this employment opportunity in the space below.

* Required Question