

**State of Washington
Dept. of Natural Resources
invites applications for the position of:
Natural Resource Scientist 3**

careers.wa.gov
Working for Washington State

SALARY: \$5,102.00 - \$6,862.00 Monthly
\$61,224.00 - \$82,344.00 Annually

OPENING DATE: 03/29/22

CLOSING DATE: 04/19/22 11:59 PM

DESCRIPTION:



WASHINGTON STATE DEPARTMENT OF
NATURAL RESOURCES



**Natural Resource Scientist 3
Recruitment #2022-3-7095**

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

Location: Natural Resources Building- Olympia, WA.

Want to join something GREAT and make a difference?

Do you want to assist in the protecting and restoring Washington's aquatic ecosystems? Are you interested in conducting environmental research and monitoring to adaptively manage aquatic species and habitats? The Aquatics Effectiveness Scientist, within the Aquatics Assessment and Monitoring Team (AAMT) serves as a research and data scientist for the DNR Aquatics Resources Division. They will work in close partnership with the Science, Planning, Policy, Restoration and District staff to identify the priority management and policy questions that may benefit from scientific or technical examination. The incumbent will complete literature reviews, develop and implement experimental designs and methods to assess the effectiveness of DNR habitat stewardship measures and policies for balancing sustainable use and protection of natural resources. They will collect, analyze and interpret data to make recommendations for the adaptive management of aquatic species and habitats. They will apply their scientific expertise and communication skills to inform and improve DNR policies and lease authorization decisions. This position develops and implements survey protocols to assess physical and biological changes to habitat, species distribution, species abundance and ecological function of state owned aquatic lands, paying particular attention to potential environmental disturbances driven by climate change. They will serve as a technical resource to Aquatics Resources staff in the various programs and will represent the DNR in external scientific committees and panels. This position must work successfully with the Aquatic Resources Division management, agency scientists and staff as well as other local, state, and federal agency staff and members of the public. Your organization and leadership skills will be challenged in directing field crews in data collection while wading in water, snorkeling, sampling from boats, off piers and docks. Your practical problem solving skills will be needed to adjust sampling plans in response to field conditions, to safely conduct research, and

coordinate among a diverse group of partners and volunteers. You will apply your creativity in developing compelling on-line representations of the place-based aquatic ecosystem monitoring and assessment data. Your verbal and writing skills will be essential to communicate research findings to agency management, scientific colleagues and external stakeholders.

DUTIES:

Responsibilities:

- Develop project proposals, implement monitoring, conduct analyses, develop synthesis reports and interpretation of environmental data to inform management and develop policy recommendations
- Prioritize projects and develop annual work plans to execute a selection of effectiveness studies and research projects.
- Complete comprehensive, topical literature reviews on pressing topics of interest to the DNR Aquatic Resources program to identify information gaps. Produce annotated bibliographies, reports, presentations, or similar products suitable to share results with internal DNR staff.
- Conduct and participate in research which may include field or lab work in collaboration or managing contracts or external partners.
- Offer recommendations that improve and adaptively manage existing management strategies, policies, monitoring, or research programs.
- Periodically present results at scientific conferences, to technical audiences as well as to non- technical staff and the public.
- Represent DNR Aquatic Resources on relevant external committees, workgroups, and panels as directed by supervisor or when determined appropriate.
- Provide lead scientific support to the Aquatic Resources Habitat Stewardship and Restoration programs.
- Serve as a technical resource to Aquatic Resources staff. Dedicate time to assist DNR's Habitat Stewardship and Restoration staff to develop and update relevant and applicable research and monitoring questions.
- Facilitate inter-agency meetings to ensure effective, consistent management strategies for aquatic resources.
- Complete comprehensive, topical literature reviews in response to requests by Aquatic Resources management, district stewardship specialists, land managers or restoration staff to inform monitoring or research proposal development.
- Prepare accessible reports and on-line interactive applications presenting monitoring data and research findings.
- Develop engaging, up-to-date content for AAMT website
- Updates website project inventory and status information quarterly or a more frequent basis as needed.
- Creates story maps, interactive mapping, project summaries and reports.
- Post relevant fact sheets and final reports in final DNR format to AAMT website.
- Support research projects by assisting AAMT and other Aquatic Resources staff with field work as requested
- Under the direction of AAMT supervisor or other AAMT lead project scientists, assist staff to complete necessary field data collection, instrument deployment and retrieval.

QUALIFICATIONS:

Required Qualifications:

- A Ph.D degree in environmental science, ecology, biology or related discipline and demonstrated experience in ecological research involving field data collection, sample processing, application of statistical models in data analysis, data interpretation, and communicating findings.
OR a Master degree +2 years of experience.
OR a Bachelor degree +4 years of experience.
- Experience leading teams including developing work plans with, and overseeing work products of other staff and collaborators.

- Demonstrated experience in applying and interpreting multivariate statistics in the monitoring and assessment of ecosystems.
- Experience with spatial data collection (GPS), analysis and mapping systems (GIS).
- Experience with web or online communication platforms.
- Excellent writing skills.
- Proficiency with data analysis, and use of software for creation of compelling graphics, maps, presentations and reports.
- Ability to summarize complex scientific findings suitable for presenting to a range of audiences.
- Ability to obtain WA State Boater Education Card and complete DNR Boat and Boat Trailering courses and task books. Driving vehicles including pickup trucks loaded with gear and towing trailers is required to transport to and from field sites, sometimes in remote locations. Driving off road vehicles is sometimes necessary and operating boats 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.
- The incumbent in this position is required to travel 15-30% of the time.
- Work in inclement weather, on beach, wading in rivers and lakes, over water on docks and from watercraft. Also work in workshops and in office environment.
- DNR Core Competencies:
 - Personal Accountability
 - Value Others
 - Compassionate Communication
 - Inspire Others
 - Commitment to Excellence
- *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 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.*

Our ideal candidate will also have the qualifications listed below:

- A PhD degree in environmental science, ecology, biology or related discipline plus two years of experience in ecological research involving field data collection, sample processing, application of statistical models in data analysis, data interpretation, and communicating findings.
- Knowledge of ecological processes and human impacts on marine and freshwater aquatic ecosystems.
- Demonstrated experience with sample processing, and data analysis with hydrographic or benthic survey data.
- Experience with research proposal development and procurement of grant funding.
- Experience delivering effective public presentations.
- Experience applying science-based recommendations to support resource management decisions.
- Experience in applying physical process models, habitat assessments, risk and vulnerability assessments, empirical and statistical models for data analysis and interpretation.
- Experience building, cataloguing and submitting databases and standardized metadata to federal data archives in compliance national quality assurance standards.
- Experience operating, trailering, launching and loading boats and possess WA State boater education card.

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!

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 Cinde Donoghue at cinde.donoghue@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.

Natural Resource Scientist 3 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. Please describe the connection between effectiveness monitoring and adaptive management.
- * 4. Do you have a Ph.D degree in environmental science, ecology, biology or related discipline and demonstrated experience in ecological research involving field data collection, sample processing, application of statistical models in data analysis, data interpretation, and communicating findings? OR a Master degree +2 years of experience? OR a Bachelor degree +4 years of experience?
 - Yes
 - No
- * 5. Have you attached a copy of your college degree certificate or an unofficial copy of your transcripts? This is a required attachment.
 - Yes
 - No
- * 6. Do you have experience leading teams including developing work plans with, and overseeing work products of other staff and collaborators?
 - Yes
 - No
- * 7. Do you have experience in applying and interpreting multivariate statistics in the monitoring and assessment of ecosystems?
 - Yes
 - No
- * 8. Do you have experience with spatial data collection (GPS), analysis and mapping systems (GIS)?
 - Yes
 - No
- * 9. Do you have experience with web or online communication platforms?

- Yes
 No
- * 10. Are you proficient with data analysis, and use of software for creation of compelling graphics, maps, presentations and reports?
 Yes
 No
- * 11. Do you have a valid driver's license and at least two years of driving experience?
 Yes
 No
- * 12. 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)
- * 13. If you answered "other" to the previous question, please specify how you learned of this employment opportunity in the space below.

* Required Question