

Western Operations Section, Freshwater Monitoring Unit Supervisor (WMS Band 1)

APPLY

Salary

\$84,644.00 - \$106,548.00 Annually

Location

Thurston County – Lacey, WA

Job Type

Full Time - Permanent

Remote Employment

Flexible/Hybrid

Job Number

2024-EAP5211-06973

Department

Dept. of Ecology

Division

Environmental Assessment

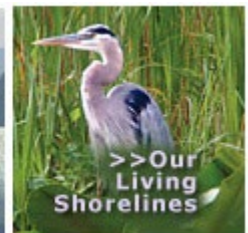
Opening Date

06/14/2024

Closing Date

Continuous

- DESCRIPTION
- BENEFITS
- QUESTIONS

Description



The salary listed above includes the 3% pay increase that goes into effect on July 1, 2024.

Keeping Washington Clean and Evergreen

The [Environmental Assessment Program \(EAP\)](#) within the Department of Ecology is looking to fill the **Western Operations Section, Freshwater Monitoring Unit Supervisor (WMS Band 1)** position. This position is located in our **Headquarters Office** in [Lacey, WA](#). Upon hire, you must live within a commutable distance from the duty station.

In this key leadership position, you will contribute to the agency and program missions by managing and directing the Freshwater Monitoring Unit (FMU), which conducts water quality and quantity (streamflow) monitoring studies for the state. In this role, you will lead a dedicated team of hydrologists, research scientists, and engineer technicians responsible for developing and implementing scientifically credible, well-coordinated monitoring programs designed to meet multiple agency objectives involving the management and regulation of state freshwater resources. You will face new challenges and opportunities on a regular basis, and be part of a very dynamic team that enjoys doing their part to protect the rivers and streams of Washington. If you thrive in a collaborative environment, value high quality science, and enjoy being in a leadership role, then please apply!

Agency Mission: Ecology's mission is to protect, preserve and enhance the environment for current and future generations.

Program Mission: The [Environmental Assessment](#) Program provides a range of scientific, monitoring, laboratory, and quality assurance services. Its mission is to measure, assess and communicate environmental conditions in Washington State. This position is one of three-unit supervisors that report to the Western Operations Section (WOS) WMS2 Manager, and manages and directs the Freshwater Monitoring Unit staff.

Tele-work options for this position: This position will have flexibility of a hybrid schedule, empowering work from home and office, providing less time in traffic and shrinking your carbon footprint. This position will be eligible for up to a 90% tele-work schedule. Applicants with questions about position location options, tele-work, and flexible or compressed schedules are encouraged to reach out to the contact person listed below in "other information." Schedules are dependent upon position needs and are subject to change.

Application Timeline: This position will remain open until filled; we will review applications on June 24, 2024. In order to be considered, please submit an application on or before **June 23, 2024**. If your application isn't received by this date, it may not be considered. The agency reserves the right to make a Hire any time after the initial screening date.

Please Note: We will review all applications received before the date above. Additional reviews after this date typically only occur if we have a small applicant pool, or if a successful Hire was not made.

Ecology employees may be eligible for the following:

Medical/Dental/Vision for employee & dependent(s), Public Employees Retirement System (PERS), Vacation, Sick, and other Leave*, 11 Paid Holidays per year*, Public Service Loan Forgiveness, Tuition Waiver, Long Term Disability & Life Insurance, Deferred Compensation Programs, Dependent Care Assistance Program (DCAP), Flexible Spending Arrangement (FSA), Employee Assistance Program, Commute Trip Reduction Incentives(Download PDF reader), Combined Fund Drive, SmartHealth ***[Click here for more information](#)**

About the Department of Ecology

Protecting Washington State's environment for current and future generations is what we do every day at Ecology. We are a culture that is invested in making a difference. Join a team that is highly effective and collaborative, with leadership that embraces the value of people. To learn more, check out our [Strategic Plan](#).

Ecology cares deeply about employee wellness; we go beyond traditional benefits, proudly offering:

- A healthy life/work balance by offering flexible schedules and telework options for most positions.
- An Infants at Work Program that is based on the long-term health values of infant-parent bonding and breastfeeding newborns.
- Continuous growth and development opportunities.
- Opportunities to serve your community and make an impact through meaningful work.

Our commitment to DEIR

Diversity, equity, inclusion, and respect (DEIR) are core values central to Ecology's work. We strive to be a workplace where we are esteemed for sharing our authentic identities, while advancing our individual professional goals and collaborating to protect, preserve, and enhance the environment for current and future generations.

Diversity: We celebrate and appreciate diversity; our unique perspectives and abilities enrich us all and lead to innovative approaches and solutions.

Equity: We champion equity, recognizing that each of us need different things to thrive.

Inclusion: We intentionally create and hold space so that we all have meaningful opportunities to participate and contribute to Ecology's work.

Respect: We treat each other with respect and dignity, acknowledging the inherent worth of our diverse perspectives and lived experiences, even in times of uncertainty and disagreement.

We believe that DEIR is both a goal and an action. We are on a journey, honoring our shared humanity and taking steps to demonstrate our commitment to a vision where each of us is heard, seen, and valued.

Duties



What makes this role unique?

In this role, you will direct work activities in freshwater monitoring as well as participate in policy and program development of applied environmental monitoring

design activities. This position is critical to the agency's understanding of our freshwater resources and is responsible for ensuring that staff findings are scientifically defensible. You will represent Ecology's freshwater interests when meeting with local government, state and federal agencies, business, industry, conservation districts and tribes regarding status and trends of surface water quality and streamflow conditions in Washington State.

What you will do:

- Plan, organize and direct the work of a 14-person team of surface water hydrologists, research scientists, and engineer technicians.
- Develop unit goals and objectives and communicate staff's recommendations to program leadership.
- Manage the recruiting and hiring of staff, and support staff's learning and development.
- Manage the unit budget and monitor expenditures.
- Assure the timely completion of required or appropriate scientific reports, technical publications, Environmental Indicators, and other required products.
- Assure the long-term storage, archival, maintenance, and public access of quality assured freshwater monitoring data.
- Serve as lead contact for policy and program development for the FMU (on related water quality and streamflow issues) and serve as a program liaison on inter-program and inter-agency work groups; and coordinate with relevant governmental, professional, and industry officials.

Qualifications

Required Qualifications:

Years of required experience indicated below are full-time equivalent years. Full-time equivalent experience means that any experience where working hours were less than 40 hours per week will be prorated in order to meet the equivalency of full-time. We would calculate this by looking at the total hours worked per week, divide this by 40, and then multiply by the total number of months worked. Examples of the proration calculations are:

- 30 hours worked per week for 20 months: $(30/40) \times 20 \text{ months} = 15 \text{ months full-time equivalent}$
- 20 hours worked per week for 12 months: $(20/40) \times 12 \text{ months} = 6 \text{ months full-time equivalent}$

Experience for both required and desired qualifications can be gained through various combinations of formal professional employment, education, and volunteer experience. See below for how you may qualify.

A total of nine years of experience and/or education, as listed below.

Experience: Professional research or work experience in watershed management, watershed health, water quality monitoring, water quality assessment, groundwater monitoring, or similar environmental field.

Education: With a major study in a natural science field.

All experience and education combinations that meet the requirements for this position:

Possible Combinations	College credit hours or degree – as listed above.	Years of required experience – as listed above.
Combination 1	No college credit hours or degree.	9 years of experience.
Combination 2	30-59 semester or 45-89 quarter credits.	8 years of experience.
Combination 3	60-89 semester or 90-134 quarter credits (AA degree).	7 years of experience.
Combination 4	90-119 semester or 135-179 quarter credits.	6 years of experience.
Combination 5	A Bachelor's Degree.	5 years of experience.
Combination 6	A Master's Degree.	3 years of experience.
Combination 7	A Ph.D.	2 years of experience.

For all education levels, knowledge of and demonstrated experience with the following is required:

- The body of principles, practices, and methods in the specialty field of natural science; statistical theory and techniques; research design and methods; logic and grammar, advanced methods of problem solving; purposes and objectives of agency scientific programs and activities.
- Experience with surface water quality monitoring and streamflow gaging.
- Physical, biological and natural sciences related to quantity, quality, development, and monitoring of surface water.
- Basic computer science; field sampling designs, mapping, instrumentation techniques.
- Education or experience in management and supervision.

- Ability to: reason logically, draw valid conclusions and make appropriate recommendations; gather and analyze data; participate in conferences and interviews; communicate verbally and in writing effectively; establish and maintain effective working relationships.
- Knowledge of the principles of management as applied in a scientific work environment, including familiarity with environmental monitoring and assessment methods.

Special Requirements/Conditions of Employment:

- Must obtain and maintain a valid driver's license.

Desired Qualifications:

We highly encourage you to apply even if you do not have some (or all) of the desired experience below.

- Demonstrated skill in writing clear technical reports.
- Ability to deliver oral presentations on technical subject-matter.
- GIS mapping skills.

Note: Having some (or all) of this desired experience may make your application more competitive in a highly competitive applicant pool.

Supplemental Information

Ecology seeks diverse applicants: We view diversity, equity, inclusion, and respect through a broad lens including race, ethnicity, class, age, religion, sexual orientation, gender identity, immigration status, military background, language, education, life experience, physical disability, neurodiversity, and intersectional identities. Qualified candidates from all backgrounds are encouraged to apply.

Need an Accommodation in the application and/or screening process or this job announcement in an alternative format?

- Please call: (360) 407-6186 or email: careers@ecy.wa.gov and we will be happy to assist.
- If you are deaf or hard of hearing you can reach the Washington Relay Service by dialing 7-1-1 or 1-800-833-6384.
- If you need assistance applying for this job, please e-mail careers@ecy.wa.gov. Please do not send an email to this address to follow-up on the status of your application. You can view the latest status of your application on your profile's main page.

- If you are reading this announcement in print format, please enter the following URL to your search engine to apply: <https://ecology.wa.gov/About-us/Get-to-know-us/Jobs-at-Ecology>.

Application Instructions:

It's in the applicant's best interest to submit all of the documents listed below. Applications without these documents may be declined.

- A cover letter describing why you are interested in this position.
- A resume outlining your experience and education (if applicable) as it relates to the minimum qualifications of this position.

Please do NOT include your salary history. Wage/salary depends on qualifications or rules of promotion, if applicable.

For Your Privacy:

When attaching documents to your application (such as Resume, Cover Letter, Transcripts, DD-214, etc.):

- Please be sure to remove private information such as your social security number, date of birth, etc.
- Do not attach documents that are password-protected, as these documents may not be reviewed and may cause errors within your application when downloaded.

Additional Application Instructions for Current Ecology Employees:

Please make sure to answer the agency-wide questions regarding permanent status as a classified employee within the Washington General Service or Washington Management Service. Do not forget to select Department of Ecology as a response to question 2, and type your personnel ID number for question 3. If you are not sure of your status or do not know your personnel ID number, please contact Human Resources.

Application Attestation:

The act of submitting application materials electronically is considered affirmation that the information is complete and truthful. The state may verify this information and any untruthful or misleading answers are cause for rejection of your application or dismissal if employed.

Other Information:

If you have specific questions about the position, please email **Stacy Polkowske** at Stacy.Polkowske@ecy.wa.gov Please do not contact **Stacy** to inquire about the status of your application.

To request the full position description: email careers@ecy.wa.gov

Why work for Ecology?

As an agency, our mission is to protect, preserve and enhance Washington's environment for current and future generations. We invest in our employees to create and sustain a working environment that encourages creative leadership, effective resource management, teamwork, professionalism, and accountability.

Joining Ecology means becoming a part of a team committed to protecting and restoring Washington State's environment. A career in public service allows you to help solve some of the most challenging problems facing our state, while keeping your health and financial security a priority. We combine one of the most competitive benefits packages in the nation with a strong commitment to life/work balance.

To learn more about The Department of Ecology, please visit our website at www.ecology.wa.gov and follow, like or visit us on [LinkedIn](#), [Twitter](#), [Facebook](#), [Instagram](#) or our [blog](#).

Equal Opportunity Employer: The Washington State Department of Ecology 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) 407-6186. Applicants who are deaf or hard of hearing may call the Washington Relay Service by dialing 7-1-1 or 1-800-833-6384.

Note: This recruitment may be used to fill other positions of the same job classification across the agency.