

**State of Washington
Dept. of Natural Resources
invites applications for the position of:
Watershed Steward, Environmental Planner
3**

careers.wa.gov
Working for Washington State

SALARY: \$5,136.00 - \$6,908.00 Monthly
\$61,632.00 - \$82,896.00 Annually

OPENING DATE: 10/06/22

CLOSING DATE: 10/30/22 11:59 PM

DESCRIPTION:



WASHINGTON STATE DEPARTMENT OF
NATURAL RESOURCES



**Watershed Steward, Environmental Planner 3
Recruitment #2022-10-A193
Full-time, Permanent, Represented position
Location Flexibility: Olympia OR Sedro Woolley, WA**

Want to join something GREAT and make a difference?

The Washington Department of Natural Resources (DNR) has an exciting opportunity at DNR Headquarters in Olympia or in DNR's Northwest Region Headquarters in Sedro-Woolley to deliver watershed-scale resilience as part of DNR's Forest Resilience, Forest Regulations, and Aquatics Resources Divisions.

Our public lands provide a wide array of benefits to our state and communities, including hundreds of millions of dollars for schools, hospitals, and libraries; ecosystem services such as carbon sequestration and flood mitigation; and special places to support human health and enjoy the natural beauty of the Pacific Northwest. Under the leadership of Commissioner Franz, the agency is expanding opportunities that protect our lands and benefit our communities.

DNR prioritizes building landscape resilience on a system-level as exemplified within the newly launched Watershed Resilience Action Plan (WRAP). Released in February 2022, the WRAP coordinates, enhances and maximizes investments and work to protect and restore salmon habitat in ways that also provide jobs and build healthier, more equitable communities within the Snohomish Watershed. As Watershed Steward, you will contribute to building resilience across terrestrial and aquatic systems by driving implementation of the WRAP. The WRAP is available on DNR's website at dnr.wa.gov/WRAP

Recent successes related to the WRAP include:

- Launching the Watershed Resilience Action Plan in February 2022.
- Incorporating environmental justice into significant agency request legislation, including our landmark Forest Health and Reduction of Wildfire Dangers Bill (HB 1168) and Kelp and Eelgrass Health and Conservation Bill (SB 5619).
- Creating a first-of-its-kind Kelp and Eelgrass Protection Zone within Possession Sound which protects nearly 2,300 acres of vulnerable marine vegetation vital to a healthy and resilient marine ecosystem.

Though housed within DNR's Forest Resilience, Regulation and Aquatic Resources Divisions, the Watershed Steward will be expected to work closely with the DNR's Policy and Outreach programs and other programs within DNR as well as partners within the Snohomish Basin to drive implementation of the WRAP and coordinate other restoration and resilience projects within the Snohomish Watershed.

The Watershed Steward will share our vision of creating a healthier Washington which begins with the perspectives and meaningful engagement of those most impacted by environmental injustice. As a Watershed Steward you will be working at the intersection of many competing interests and will hold accountability to reducing environmental and health disparities at the core of your work product.

The Watershed Steward reports directly to the Strategic Advisor of Forest Resilience and Regulation and Aquatic Resources. The Watershed Steward will contribute to the agency with expertise and project support on major strategic policy and resilience issues related to watershed resilience. They will also be responsible for specific planning and implementation related to the Watershed Resilience Action Plan, engagement with communities and Tribal nations, and contribution to future watershed policy within DNR.

Initial topics for a Watershed Steward may include:

- Focusing on riparian restoration, small forest landowner outreach and developing projects with private sector, education and community organizations in the Snohomish Basin to implement the WRAP.
- Tracking and reporting project successes and developing solutions to circumnavigate project barriers.
- Working with agency science advisors and technical experts to advance a science based policy approach to natural resources, environmental justice and climate resilience.
- Coordinating with DNR's Outdoor Education and Training Program Manager to advance education and workforce development opportunities within the watershed resilience framework.
- Coordinating with DNR's Grants Director to develop a grants strategy for implementing the Watershed Resilience Action Plan.
- Expanding communication and engagement resources including leveraging online engagement tools, dashboards, and ArcGIS.

The successful candidate will demonstrate an ability to achieve these outcomes by coordinating with subject matter experts from internal, external and interagency groups, ultimately stewarding the implementation of the Watershed Resilience Action Plan.

DUTIES:

Responsibilities:

- Drive implementation of the Watershed Resilience Action Plan on the ground within the Snohomish Basin, engaging in specific planning and implementation efforts aligned with Watershed Resilience Action Plan.
- Think strategically about how to plan and implement ambitious landscape-scale restoration strategies in other watersheds that work in alignment with the Forest Action Plan, Climate Resilience Plan, and associated restoration strategies with support of partners, drawing lessons from the success and challenges of implementation of WRAP.
- Coordinate with DNR's Executive Policy Team, Aquatics Division, Forest Resilience Division, Forest Regulation Division, and Uplands to build creative solutions that promote equitable

- urban forest cover, safer fish migration through barrier removal, riparian restoration, and avoided small forest conversion, informed through close collaboration with lead programs.
- Track project success and tackling barriers in partnership with the policy team and other partners.
 - Identify, assess, and pursue opportunities to secure new funding for project implementation within the Snohomish Watershed in coordination with the lead programs and key Policy Advisors, and working with the Grants Director prior to submission to ensure agency compliance and alignment. Administer existing contracts and agreements in the Watershed related to the WRAP, and facilitate discussion among program staff to ensure funding can be appropriately operationalized by programs.
 - Conceptualize and pursue collaborative partnership opportunities for topics related to urban forestry, green infrastructure, riparian and forest health and restoration, water quality improvement, and salmon restoration, including public-private partnerships.
 - Participate in conceptualization, development, and implementation of pilot projects related to the Watershed Resilience Action Plan
 - Build and maintain effective relationships with WRAP partners and implementers to effectively support implementation of plan.

QUALIFICATIONS:

Required Qualifications:

- Bachelor's degree in natural resource or environmental science, natural resource or environmental planning, or public administration or public policy with an environmental emphasis, or closely related field: AND At least three years of professional experience in natural resource or environmental science, natural resource or environmental planning, or public administration or environmental policy.
OR An equivalent combination of education and experience.
- Experience leading and facilitating an interdisciplinary team or work groups to achieve desired and productive outcomes.
- Basic use of Microsoft Office programs (including Word, Excel, and PowerPoint).
- Knowledge of the watershed restoration and management, or experience in riparian health or forest health.
- Knowledge of natural resource laws, policies, and programs and how these affect and/or enable fish, wildlife, and habitat conservation in Washington State, and the ability to interpret and apply them in order to achieve expected results.
- Strong verbal and written communications skills, including the ability to present complex or controversial information in a way that is understandable and non-confrontational.
- Ability to manage multiple work assignments and priorities on varied time scales.
- Ability to develop and maintain collaborative working relationships, to build rapport and partner with local, state, and federal governmental agencies, tribes, and the public regarding issues pertaining to habitat protection and restoration.
- Strong organization and time management skills to effectively prioritize workload and maximize efficiency.
- Ability to seek and act on opportunities to improve, streamline, and re-invent work processes.
- Position Core Competencies:
 - Collaborative and productive
 - Honest and transparent
 - Tactful and politically sensitive
 - Self-motivated and self-directed
 - Professional, polite, and courteous
 - Accessible, timely, and responsive
 - Strong interpersonal skills
- DNR Core Competencies:
 - Personal Accountability
 - Value Others
 - Compassionate Communication
 - Inspire Others

- o Commitment to Excellence

Conditions of Employment:

- 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.
- Work is performed almost exclusively indoors in an office environment with exposure to hazards is limited to those commonly found in government office environments. Occasional work in riparian, forest, or marine environments which may include exposure to extreme heat or cold and other weather.
- Travel is required (frequency will be assessed as pandemic and virtual alternatives evolve), and is typically local or regional (western Washington), to meet with partners, conduct business, or attend or provide training.
- 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.

Desired Qualifications:

- A Master's degree in natural resource or environmental science, natural resource or environmental planning, or public administration or public policy with an environmental emphasis, or closely related field.
- Experience applying knowledge of Washington fish and wildlife biology, habitat science, and ecology to anticipate fish, wildlife, and habitat needs, potential impacts, and likely remedies.
- Experience using negotiation and conflict resolution skills.
- Experience with web or online communication platforms.
- Experience with data tracking, data analysis, and spatial mapping systems (GIS).

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.
- 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 Terra Rentz at terra.rentz@dnr.wa.gov, 360-259-4794 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.

Watershed Steward, Environmental Planner 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. Do you have a Bachelor's degree in natural resource or environmental science, natural resource or environmental planning, or public administration or public policy with an environmental emphasis, or closely related field: AND At least three years of professional experience in natural resource or environmental science, natural resource or environmental planning, or public administration or environmental policy? OR An equivalent combination of education and experience?
- Yes
 No
- * 4. Do you have experience leading and facilitating an interdisciplinary team or work groups to achieve desired and productive outcomes?
- Yes
 No
- * 5. Do you have basic use of Microsoft Office programs (including Word, Excel, and PowerPoint)?
- Yes
 No
- * 6. Do you have knowledge of the watershed restoration and management, or experience in riparian health or forest health?
- Yes
 No
- * 7. Do you have a valid driver's license and at least two years of driving experience?
- Yes
 No
- * 8. 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/university website/career fair
 Handshake
 Newspaper
 Direct Email Notification
 Statewide Employee Business Resource Groups (BRG)
 Professional/Personal Network
 Job Board
 Job Fair
 Zip recruiter
 Diversity.com
 Other (please specify below)
9. If you answered "other" to the previous question, please specify how you learned of this employment opportunity in the space below.

* Required Question