

State of Washington
Dept. of Fish and Wildlife
invites applications for the position of:



ENVIRONMENTAL PLANNER 4 *01211H

SALARY: \$4,214.00 - \$5,535.00 Monthly

OPENING DATE: 02/09/15

CLOSING DATE: 02/24/15 11:59 PM

DESCRIPTION:

The Washington Department of Fish and Wildlife (WDFW) is dedicated to protecting native fish and wildlife, and providing sustainable fishing, hunting, and wildlife viewing opportunities for millions of residents and visitors. Working throughout the state, WDFW's employees: field biologists, enforcement officers, land stewards, lab technicians, customer service representatives and others – manage hundreds of fish and wildlife species, maintain nearly a million acres of public wildlife lands, provide opportunities for recreational and commercial fishing, wildlife viewing and hunting, protect and restore habitat and enforce laws that protect fish and wildlife resources. Find out more about us and the important work we are a part of at www.wdfw.wa.gov.

Water Science Team (Environmental Planner 4 - Permanent)

The Department of Fish and Wildlife is recruiting to fill one full time, permanent, Water Science Team member in the job class of Environmental Planner 4. The position is located in the Habitat Program, Science Division. The duty station for this position is Yakima Office or Pasco Office.

The agency's mission is to provide sound stewardship of Washington's fish and wildlife. Within that mission, the role of the Habitat Program is to protect and restore fish and wildlife habitat; the Water Science Team within the Science Division uses water law, develops and interprets water policy, develops water science (particularly ecohydrology), and applies water management and water technology to protect and restore fish habitat as influenced by water quantity, habitat quality and quantity, and eco-connectivity. The purpose of the Water Science Team is to protect and restore flow-dependent fish and wildlife habitat and to protect fish and wildlife from direct and indirect impacts of flow modification by people and from climate change impacts.

This position serves as a senior level environmental planner responsible for statewide instream flow restoration, maintenance, and ecological connectivity, as well as for WDFW drought management and policies, coordinating drought activities, including project funding, implementation, and monitoring. This position supervises two biologists.

The incumbent routinely collaborates on and coordinates projects and project fish benefits, policies, and the development of instream flow science with outside WDFW entities from Ecology Water Resources division and Office of Columbia River, non-governmental instream flow restoration organizations (NGO) that specialize in trust water rights, water right holders throughout Washington and in adjacent Oregon and Idaho counties, water right attorneys, irrigation districts in Washington, in adjacent Oregon and Idaho counties and in British Columbia, Canada, municipalities such as the Cities of Walla Walla, White Salmon, Bremerton, Milton Freewater, Oregon, and Moscow, Idaho, watershed planning units, watershed action groups including those in adjoining counties in Oregon and Idaho, State of Oregon Water Resources Department and Fish Program, several Indian tribes, including the Yakama Indian Nation, the Confederated Tribes of the Umatilla Indian Reservation, Colville Tribes, Spokane Tribe, and the Jamestown S'Klallam Tribe, County Conservation Districts, County Water Conservancy Boards, National Fish and Wildlife Foundation's Columbia Basin Water Transaction Program, US Bureau of Reclamation, National Weather Service, National Oceanic and Atmospheric Administration, National Marine Fisheries Service, U. S. Fish and Wildlife Service, US Forest Service, Upper Columbia River Regional Technical Team, and Salmon Recovery lead entities.

Internal WDFW interactions include Habitat and Fish Program policy leads, Regional Directors and Program Managers, staff from other Habitat Program Divisions, Habitat Program legislative liaisons, Hatchery Managers, and District Fish, Wildlife, and Area Habitat Biologists throughout the state.

DUTIES:

- Supervise and undertake identification, evaluation, and prioritization of flow and instream habitat restoration based on existing scientific studies and knowledge of the basin, river, stream, or stream reach ecology related to flow-sensitive fish and potential benefits of such restoration. Identify opportunities for flow and instream habitat restoration statewide. Integrate the biological and hydrological opportunities with agricultural, municipal, or local, regional, and federal government interests to develop and implement projects for the mutual benefit of fish and other parties. Ensure defensible documentation of project evaluations and prioritizations;
- Work with Department of Ecology, trust water NGOs, County Conservation Districts, County Water Conservancy Boards, watershed action groups, municipalities, Columbia Basin Water Transactions Programs and their respective Qualified Lead Entities (QLEs), Native American governments, federal agency staff, and public utilities in Washington and adjacent jurisdictions to restore flow to stream reaches where reduced flow is a significant limiting factor to fish production. This requires detailed technical knowledge of water law, water policy, and water use technology (diversions, pumps, screens, pipes, canals, ditches, sprinklers, hydroelectric turbines, etc.), agricultural operations, and stream fish ecology statewide. Some of the work is assigned to the biologists supervised by this position, and this position is responsible for allocation and prioritization of this work among self and two biologists and ensuring that it is completed in a satisfactory manner;
- Oversee statewide biological monitoring to evaluate flow and instream habitat restoration projects. Monitoring will generally be conducted by biologists supervised by the position. Incumbent will ensure that monitoring is appropriate to concerns for the situation by considering compliance, effectiveness, and expectations given other influences;
- Coordinate flow restoration priorities and projects statewide with WDFW regional staff, Native American governments, and other appropriate jurisdictions.

QUALIFICATIONS:

Desired Qualifications:

Baccalaureate degree in biology, ecology, or related field.

OR

A Master's degree or above with major emphasis in land use, urban, regional, environmental, or natural resource planning, landscape architecture, geography, land use or environmental law, public administration with an environmental emphasis, or closely related field

AND

Three years of professional experience in land use, urban, regional, environmental, or natural resource planning, and/or program development.

OR

One year of experience as an Environmental Planner 3.

Required: A valid Washington State or other state's driver's license.

Behavioral Competencies:

Ethics and integrity.

Communications effectiveness.

Results orientation and initiative.

Adaptability/flexibility.

Team leadership.

Tact and diplomacy.

Customer focus.

Desired Qualifications and Skills

Advanced degree in biology, ecology, hydrology, fluvial geomorphology, or related field. Experience in water management (direct or indirect). Research experience in stream ecology. Good writer. Successful supervisory experience.

Experience is based on full time equivalency (i.e., 40 or more hours/week). Part time work is prorated (e.g., 20 hours/week for 6 years = 3 years of experience). Do not count experience that was a part of your educational requirements.

SUPPLEMENTAL INFORMATION:

Working Conditions:

Some office time, but considerable travel (driving) around Washington State to project sites/frequent field work. Ability to wade, snorkel, and boat (following WDFW safety standards) is desirable but understanding of issues may be accommodated by less immersive means, provided incumbent has sufficient knowledge of stream ecology and water use technology.

One of the most critical aspects of the position is the ability to work with parties with different objectives and priorities to try to benefit all parties. Credibility is one key to customer interactions. The other major key is respect for all parties, interests, and goals.

Union

This position is covered by a collective bargaining agreement between the State of Washington, Department of Fish & Wildlife, and the Washington Association of Fish and Wildlife Professionals (WAFWP). As a condition of employment you must either join the union and pay union dues, or pay the union a representational or other fee within 30 days of the date you are put into pay status.

How to Apply:

To apply for this position you MUST complete your profile at www.careers.wa.gov and attach the following to your profile before completing the online application:

- A cover letter describing how you meet the qualification of this position (generic cover letters will not be accepted)
- A current resume (please make it succinct)
- Three professional references (personal references do not count as professional references)

Please note: *Failure to follow the above application instructions will lead to disqualification.* E-mailed documents will not be accepted in lieu of attaching your documents to the online profile.

Upon submission of your online application, you will immediately receive a confirming e-mail. You will then be notified via e-mail of your status during the process. In addition to the e-mail notifications, you can check the status of your application at any time by visiting your online profile at www.careers.wa.gov. Due to the high volume of applications that we receive, we ask your understanding and encourage you to use the online process and avoid calling for information.

The Department of Fish and Wildlife is an equal opportunity employer. We strive to create a working environment that includes and respects cultural, racial, and ethnic, sexual orientation and gender identity diversity. Women, racial and ethnic minorities, persons with disabilities, persons over 40 years of age, disabled and Vietnam era veterans and people of all sexual orientations and gender identities, are encouraged to apply. Persons needing accommodation in the application process or this announcement in an alternative format may call (360) 902-2276 or the Telecommunications Device for the Deaf (360) 902-2207.

ENVIRONMENTAL PLANNER 4 *01211H Supplemental Questionnaire

- * 1. What best describes your level of education:
 - Associates degree
 - Bachelor's degree
 - Master's degree
 - Ph.D.
 - None of the above
- * 2. What is your major area of study? If multiple degrees, please list each degree and major.
- * 3. Please describe your experience working with the public and maintaining collaborative partnerships – what strategies do you employ for long-term success?

- * 4. Please describe your professional experience managing projects/programs. Include the amount of experience you have in planning, designing, and implementing restoration activities or similarly complex projects.

- * 5. Select the answer below that best describes your experience reaching out and meeting the needs of individuals and organizations whose primary goals are agricultural while also meeting the needs of environmental interests. Choose one:
 - Willing: little or no experience, but interested and willing to learn.
 - Developing: experience working with agriculture or environmental interests, but not both together.
 - Skilled: working knowledge, have participated in but not had a lead role in such interactions.
 - Expert: exceptional knowledge and experience, recognized as expert user.

- * 6. Please describe your experience working with complex budgets, grants and contracts.

- * 7. Please describe your experience in leading diverse teams and fostering a collaborative approach.

- * 8. Please describe your communication style and what communication strategies you use to achieve your goals.

- * 9. If you are a technical expert, please describe your experience working with policy issues or with non-technical teams. If you are more of generalist or you have a policy background, please describe your experience working with technical experts.

- * 10. Please describe the strategies you would use to build and maintain successful working relationships with colleagues and partners.

- * 11. Please describe the strategies you would use to build and maintain successful working relationships with colleagues and partners.

- * 12. Please describe experience working with non-profit organizations, local governments, and tribes.

- * 13. Are you willing and able to work non-scheduled hours including evenings and weekends?
 Yes No

- * 14. Are you willing and able to work in all weather conditions, including snow and extreme heat, and over difficult terrain including slippery rocks, steep banks, and mud?
 Yes No

- * 15. Have you ever been convicted of a misdemeanor or felony within the last ten (10) years?

(Answering yes will not automatically disqualify you from competing for the position.)

Yes No

- * 16. Do you have a valid Washington State, or other state, driver's license? (If selected for an interview, you may be asked to furnish your license and driving record.)

Yes No

- * 17. Please verify that you have included the following information in your online application:
1) A chronological resume OR a completed online profile that includes education and employment history
2) A detailed cover letter describing how you meet the qualifications for this position.
3) Detailed responses to all supplemental questions.
4) Three professional references.

Yes No

- * Required Question