



## Service, Science, Sustainability

Under the leadership of the Commissioner of Public Lands, our work at the Department of Natural Resources (DNR) is done with the public's interest in mind, which means transparency and public knowledge. Our decisions are guided by sound science as we manage state trust lands, native ecosystems and natural resources. We support the vision of a sustainable future by protecting and managing the natural resources so future generations will have them.

DNR manages over 5 million acres of state-owned land that includes forest, range, commercial, agricultural and aquatic lands. We generate revenue that supports public schools, state institutions and county services. But managing lands is only half of our story. We also protect other public resources such as fish, wildlife, water, and provide public access to outdoor recreation. Two of our largest and most important state-wide resource protection responsibilities are fire prevention and suppression, and overseeing forest practices.

The DNR operates with a biennial budget of approximately \$400 million and has over 1300 employees.

We have some of the most talented people in the industry. We honor diversity in the workplace and support one another with respect and trust. We invite you to learn more about our culture, our careers, and why some of the top forestry and natural science professionals have joined Washington DNR by visiting our [DNR website](#).

## Forest Crew Supervisor – Correctional Facility Statewide Recruitment Recruitment # 2011-06-FCS-CF

### **JOB CLASSIFICATION: Forest Crew Supervisor - Correctional Facility**

**Note:** This recruitment is on-going and will be used to fill anticipated openings for seasonal, non-permanent or permanent positions.

**SALARY RANGE:** \$2,920 - \$3,819 per month  
(\$2,832 - \$3,704 with 3% temporary reduction)

**Important Note:** From July 1, 2011 through June 29, 2013 a 3% temporary salary reduction is in effect for most positions. For more information on the Temporary Salary Reduction, [click here](#).

### **LOCATIONS:**

- Cedar Creek Camp (Capitol State Forest) Littlerock
- Larch Camp (Yacolt State Forest) Yacolt
- Naselle Youth Camp, Naselle
- Airway Heights Camp, Spokane
- Olympic Camp (Olympic Experimental State Forest) Clearwater

**CLOSES:** Open Continuous

### **POSITION PROFILE:**

This is an entry level position supervising and training a 10-person offender crew and directing, planning and evaluating the crew's daily work. Forest Crew Supervisors gain first-hand working knowledge of silvicultural activities, recreation projects, and wildland firefighting.

Firefighting is a critical part of this position and may require assignment to remote fire camps. The safe and productive completion of work projects supports DNR in fulfilling its resource protection, trust land management and public service missions.

Depending on the successful candidate's education and experience, the position may provide entry to the DNR forestry program. Forest Crew Supervisors gain intimate working knowledge of state land management, plus crew supervision and personnel management skills. They are responsible for creating a positive work environment and derive genuine satisfaction from providing offenders with the skills, work ethics and self-esteem which often lead to successful re-entry into society.

### **REQUIRED QUALIFICATIONS:**

- Strong verbal, written, and interpersonal communication skills as demonstrated by the ability to resolve conflicts and write effectively
- Skills in planning and assigning work, including setting

## EMPLOYEE BENEFITS

The state of Washington offers a comprehensive benefits package including:

- [Medical](#), [dental](#), [life](#) and [long-term disability](#) insurance.
- Optional [long-term care](#), and [auto/home](#) insurance.
- Optional [medical flexible spending account](#).
- Vacation, sick, military, and civil leave.
- Eleven paid holidays per year.
- A state [retirement plan](#).
- Optional credit unions and savings bonds.

Optional [Deferred Compensation](#) and [Dependent Care Assistance](#) programs

Join our job announcement mailing list and view all current job opportunities. Visit: [DNR Jobs](#)

This announcement is published by the Washington State Department of Natural Resources (DNR). The DNR is an equal opportunity employer. Women, racial, and ethnic minorities, persons of disability, and disabled and Vietnam-era veterans are encouraged to apply. Persons with a disability who need assistance during the screening process, or those needing this announcement in an alternative format may contact DNR's ADA Coordinator at (360) 902-1150. DNR may be contacted using the Washington State Telecommunications Relay Service (TTY) by dialing 711.

performance standards and expectations

- Skills in evaluating and documenting performance

## DESIRABLE QUALIFICATIONS:

- Experience in wildland fire suppression
- Resource Boss fireline qualification preferred
- One year of forestry experience such as timber faller, forest equipment operator, forest technician, fire fighter, or forest crafts work
- Knowledge of and experience with forest plantation seedling planting, vegetation management, and pre-commercial thinning
- Experience in recreation trail and facilities construction and maintenance
- Experience with chainsaw and hand tool use and maintenance
- Six months of experience as a lead worker with responsibility for assigning work, coaching and evaluating the work products of other staff
- Technical or professional forestry knowledge and skills typically acquired through completion of a two-year or four-year degree in forest management or closely related program of study
- Skills in performance-based recognition training, development planning, and employee motivation

## SPECIAL POSITION REQUIREMENTS AND WORKING CONDITIONS

- Must be at least 18 years of age at the time of hire
- These positions are represented by the WPEA. Once appointed to this position the incumbent will be required to pay union dues or other representation fee within the first 30 days of employment.
- Reside within one hour of the official duty station you are hired for
- A current non-restricted driver's license is required with two years driving experience
- This position works in all kinds of weather conditions and steep rough ground requiring physical stamina
- Required to meet physical fitness standards for arduous level wildfire suppression work. This requires passing a work capacity test by completing a 3-mile hike carrying a 45 pound pack within 45 minutes. Supervised tests are administered by DNR as part of the interview process. Offers of employment are contingent on passing the arduous level pack test
- Due to the sensitive and confidential nature of this position, a **BACKGROUND CHECK INVESTIGATION** and drug test will be conducted on candidates prior to hire

## **HOW DO I EXPRESS MY INTEREST?**

To express interest in our Forest Crew Supervisor - CF positions, please submit:

- A letter of interest describing how your experience and

qualifications relate to the job profile and the required and desired position qualifications. Indicate in your cover letter how you learned of this opportunity and your geographical preference or preferences within Washington State.

- A resume
- A completed application – [DNR Job Application](#)
- An online **voluntary** [Applicant Profile Questionnaire](#). *(This form is not required and is submitted online. Please do **not** print out and send in with application materials).*
- Finalists will be asked to provide 3 professional references; one of which must be current or past supervisor, and a 2 to 5 year driving abstract issued from the state in which you are currently licensed

The first screening will be based on information contained in your candidate materials.

Submit all materials to:

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**Electronic preferred**

[dnrrecruiting@dnr.wa.gov](mailto:dnrrecruiting@dnr.wa.gov)

**OR other method**

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**NOTE: Please indicate Forest Crew Supervisor- CF Recruitment #2011-06-FCS-CF in the subject line of your e-mail.**

By submitting the application materials you are indicating that all information is true and correct to the best of your knowledge. You understand that the state may verify information and that untruthful or misleading information is cause for removal from applicant pool or dismissal if employed.

If you have questions, please contact us at [DNRrecruiting@dnr.wa.gov](mailto:DNRrecruiting@dnr.wa.gov) or call Melody Wolf 360-902-1350 or Matt Gerard at 360-902-1097.