



## 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 Improvement / Silvicultural Unit Forester Recruitment #2012-02-6899

**JOB CLASSIFICATION:** Natural Resource Specialist 2

**SALARY RANGE:** \$3,213 – \$4,214 per month  
(\$3,117 – \$4,088 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 specific information on the Temporary Salary Reduction, [click here](#).

**TYPE OF POSITION:** Permanent, Full-time. This position is represented by the WPEA.

**Important Note:** Once appointed to this position the incumbent will be required to pay union dues or other representation fees within the first 30 days of employment.

**LOCATION:** Colville, WA

**CLOSES:** Open until filled; First review begins February 9, 2012

### POSITION PROFILE:

- In coordination with district staff and the intensive management forester performs professional silvicultural activities and checks the work of Natural Resource Specialist 1(s) conducting silviculture duties assigned to the unit or District.
- Schedule, develop and comply silviculture contracts for tree planting, pre-commercial thinning, ground herbicide spraying and other silviculture treatments.
- Implements the agencies Forest Improvement Treatment (FIT) program in the district.
- Schedule, prepares and compiles Forest Improvement timber sale contracts.
- Prepare and comply personal service contracts for FIT sale preparation.
- Supervise and work with a field staff of three NR Specialist 1's in daily activities.
- Prepare and review legal documents (SEPA, Forest Practice applications and timber sale contracts).
- Works with district staff to ensure management activities are properly and timely entered into the department's Planning and Tracking system.
- Will have the opportunity to participate in the Departments fire suppression activities.

### REQUIRED QUALIFICATIONS:

Demonstrated knowledge of forest management objectives and silvicultural practices;

- Demonstrated knowledge of agency policies and Forest Practices requirements for reforestation;
- Demonstrated knowledge of contracting procedures;
- Experience with logging and forest road construction equipment and use
- Demonstrated ability to work independently or as part of a team on assigned tasks;

This level of knowledge and skill is typically achieved with:

- A Bachelor's degree in Forestry or a closely related Natural Resource field and two years of professional experience; or

## 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 Recruiting staff (360) 902-1350 or (360) 902-1228. DNR may be contacted using the Washington State Telecommunications Relay Service (TTY) by dialing 711.

- A two year Associate Degree in Forestry or a closely related Natural Resource field and three years of professional experience; or
- Five years of experience as a professional forester;
- Six months of supervisory experience with responsibility for assigning work to other staff, coaching other staff, and evaluating the work product of other staff

## DESIRABLE QUALIFICATIONS:

- Experience in eastside forest management and eastside silviculture
- The desire and ability to acquire a NWCG "Red Card" qualification level of Task Force Lead/Strike Team Leader and Incident Commander Type 4 or higher, and maintain that level of certification
- Knowledge of the Incident Command System
- Proven ability in computer applications such as Microsoft Word, Excel, Forest Vegetation Simulator and ArcGIS

## SPECIAL POSITION REQUIREMENTS AND WORKING CONDITIONS

- Ability to work on uneven terrain in all weather conditions.
- The incumbent in this position is required to travel.
- When driving on official state business, all state drivers, whether driving a personal, state owned, or state-leased motor vehicle are required to have a current driver's license recognized as valid. A valid driver's license is one that is not suspended, revoked, or a restricted driver license (such as an Ignition interlock Driver License or an Occupational/Restricted Driver License).
- Acquire Certification as Pesticide Applicator within 1 year of hire date.

## WHO MAY APPLY

This recruitment is open to who meets the required qualifications for this position.

## APPLICATION PROCESS

To be considered for this position, please submit:

- A letter of interest describing how your experience and qualifications relate to the position profile, required and desired position qualifications, and special position requirements. Please indicate in your letter of interest how you learned of this opportunity.
- A completed application – [DNR Job Application](#) and Resume
- The names of three to five professional references.
- 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).

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

Submit all materials by the closing date to:

### **Electronic method preferred**

[heidi.seitters@dnr.wa.gov](mailto:heidi.seitters@dnr.wa.gov)

### **OR other method**

Heidi Seitters  
225 S. Silke Rd.  
Colville, WA 99114

**NOTE: Please indicate 2012-02-6899 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.

Questions? Please contact Heidi Seitters at phone number (509) 684-7474 or e-mail us at [heidi.seitters@dnr.wa.gov](mailto:heidi.seitters@dnr.wa.gov)

