

Aquatic Land Manager, Property and Acquisition Specialist 3 (PAS3)

Salary

\$58,380.00 - \$78,468.00 Annually

Location

Skagit County - Sedro Woolley, WA

Job Type

Full Time - Permanent

Remote Employment

Flexible/Hybrid

Job Number

2024-7-7051-07785

Department

Dept. of Natural Resources

Opening Date

07/03/2024

Closing Date

7/29/2024 11:59 PM Pacific

Salary Information

The high end of the salary range, Step M is typically a longevity step

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Description



**Aquatic Land Manager, Property and Acquisition Specialist 3 (PAS3)
Recruitment #2024-7-7051**

Full-time, Permanent, Represented position

Location: Northwest Region-Sedro Woolley, WA

Work Hour schedule and Partial Telework flexibility may be available and considered

Salary: \$4,865.00 - \$6,539.00 Monthly

Review of applications is ongoing. We reserve the right to make a hiring decision or close this recruitment at any time after 7/17/24. It is in your best interest to submit materials as soon as possible.

Want to join something GREAT and make a difference?

The Department of Natural Resources has an exciting opportunity within our Aquatic Resources Division. Come help us manage state-owned aquatic lands (SOAL), so that people and orcas thrive, businesses and eelgrass meadows grow, and waterfront public access and salmon are preserved in perpetuity. We are looking for an **Aquatic Land Manager** to join our team of eight professional staff (including three other aquatic land managers) who are based in beautiful Skagit County, which stretches from the Cascade Mountains to Puget Sound.

Aquatic Land Managers negotiate and prepare aquatic land use authorizations (including leases, licenses, and easements) with the result being fully executed legal contracts. Land uses include, but, are not limited to, marinas, boat launches, docks, shipyards, and salmon habitat projects. Land Managers also ensure compliance with ongoing uses of SOAL by conducting compliance and resolving unauthorized uses of SOAL.

If you are fascinated by and enjoy the following, you may be an ideal candidate:

- The DNR mission.
- Mastering unusual, often technical topics such as property legal descriptions, property rights, and environmental protection statutes and rules.
- Drafting strong contracts that meet the goals of the state -- ensuring environmental protection, promoting public use and access, and minimizing risk – and meeting the goals of our customers (lessees/grantees/licensees).
- Working with individual citizens, private industry, Tribes, other governments, and partners.
- Providing excellent customer service both internally and externally.
- Non-routine work; even experienced staff learn something new nearly every day.

Duties

Responsibilities:

You will be entrusted with an array of responsibilities including the following:

- Negotiating and preparing aquatic land use authorizations (including leases, licenses, and/or easements).
- Ensuring compliance with contract terms, performing site inspections, and resolving unauthorized uses of SOAL.
- Developing and maintaining effective intergovernmental relationships.
- Providing information regarding department laws, policies, and guidance to the public and to other government entities pertaining to the management of SOAL.

- Reviewing and commenting on project designs and regulatory permits.
- Incorporating appropriate environmental conservation measures into use authorizations by working closely with the district Habitat Stewardship Specialist.
- Evaluating land ownership. This may include completing historical record searches related to past authorizations and ownership of SOAL.

Qualifications

Required Qualifications:

- Bachelor's Degree and two years of experience in natural resource management, real estate, forestry, science, engineering, land use or environmental planning, business, or other relevant field; OR a combination of education and/or equivalent experience.
- Knowledge of contract, business, or property management.
- Knowledge of interpreting and implementing guidelines, regulations, and laws.
- Knowledge of working with natural resource management/environmental protection issues.
- Demonstrated commitment to fostering and supporting an environment that honors diversity, equity, inclusion, and environmental justice practices.
- Perform assigned duties in a manner consistent with applicable laws, regulations and public records retention and requests are followed.
- Ability to manage multiple complex tasks, set workload priorities, and complete tasks on time.
- Ability to provide good customer service.
- Ability to speak and write clearly and succinctly and use typical office software.
- Ability to collaborate on internal and external issues in an active, respectful, cooperative, and professional manner.
- Ability to negotiate contentious issues in a respectful, responsive, and informed manner.
- DNR Core Competencies:
 - Personal Accountability
 - Value Others
 - Compassionate Communication
 - Inspire Others
 - Commitment to Excellence

Special Requirements and Conditions of Employment:

- The work environment is approximately 90% in a workspace/office and 10% in the field. Most fieldwork involves being on or near the water with the risk of falling in (the use of personal floatation devices is mandatory in such locations.) Most fieldwork involves driving.

- Travel may be required to locations within the District or Olympia. Most travel is by car. Most travel requires less than two concurrent nights away. Overnight travel is generally less than two nights a month
- A valid unrestricted 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.

Desired Qualifications:

- Knowledge and understanding of land use authorizations (leases, easements, licenses, etc.) and other legal instruments associated with land management.
- Experience working for or with other resource agencies, tribes, or local governments.
- Knowledge of environmental permitting/regulatory processes and rules.
- Experience working in commodity industries (e.g., shellfish, minerals, timber, or agriculture).
- Experience working on public access, recreation, or park issues.
- Experience operating small motorboats.

Don't let doubts stop you from applying for this position - If you have any questions about the required qualifications or how your past experience relates to them, please contact us at DNRrecruiting@dnr.wa.gov. A note to potential candidates: Studies have shown that women, trans, non-binary, Black, Indigenous, and people of color (BIPOC) are less likely to apply for jobs unless they feel they meet every qualification as described in a job description. We value diversity and inclusion in our organization, and we are looking for the best person for the job. Don't hesitate to apply!

Supplemental Information

Application Requirements:

- **Apply online:** at www.careers.wa.gov (Click on the APPLY button above).
- **Letter of interest:** describing your specific qualifications to the position and position required, desired, and special requirements.
- **Resume:** that details your experience and qualifications.
- **References:** at least three professional references with current telephone numbers— you may attach a document, use the References text field in the online application, or include it with your resume.
- **Important:** Do not attach any documents that include photos or private information (social security number, year of birth, etc.).
- **Complete all supplemental questions.**
- Candidates who move forward in the recruitment process may be contacted via email at info@governmentjobs.com with interview information/scheduling instructions. Please monitor the email listed in your application materials and check your junk email folder to ensure you receive those communications.

Questions? Please contact Christina Maginnis at Christina.maginnis@dnr.wa.gov/360 722-6544 or e-mail us at DNRrecruiting@dnr.wa.gov

For persons needing accommodation in the application/testing process or this job announcement in an alternative format may call (360) 522-2500 or email DNRrecruiting@dnr.wa.gov. Applicants who are deaf or hard of hearing may call through the [Washington Relay Service](#) by dialing 7-1-1 or 1-800-833-6384.

[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.

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 which 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 benefits 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.

Additional Information:

This recruitment may be extended and may also be used to fill future similar vacancies for up to sixty (60) days.

DNR does not use the E-Verify system. For more information, please visit www.uscis.gov.

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 it. We thank you and are grateful for your service!

Equal Opportunity Employer: The Washington State 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.

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.

Check us out on: [DNR's website](#) | [Facebook](#) | [Twitter](#) | [Instagram](#) | [YouTube](#) | [WordPress](#)

Agency

State of Washington

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