

Asset Management Division Manager, Exempt

Salary

\$121,380.00 - \$141,576.00 Annually

Location

Thurston County – Olympia, WA

Job Type

Exempt

Remote Employment

Flexible/Hybrid

Job Number

2025-2-A411-01573

Department

Dept. of Natural Resources

Opening Date

02/27/2025

Closing Date

3/27/2025 11:59 AM Pacific

Description



Asset Management Division Manager, Exempt

Recruitment #2025-2-A411

Full-time, Exempt Band 4, Non-represented position

Location: Natural Resources Building- Olympia, WA

Work Hours and Partial Telework flexibility may be available and considered

Relocation Compensation may be available and considered

Salary: \$121,380.00 - \$141,576.00 Annually

To allow for growth and salary progression, the full salary range

is: \$121,380.00 - \$149,028.00 Annually

Review of applications is ongoing. We reserve the right to make a hiring decision or close this recruitment at any time after 3/6/25. 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 (DNR) has an exciting opportunity within our newly developed Asset Management Division. This position will lead in uplands planning for the Sustainable Harvest Calculation, legislative priorities, and strategic land management for the beneficiaries of Washington State.

Duties

Responsibilities:

- This position oversees the Asset Management Division of the agency's state uplands programs. Those functional areas include: Projects and Planning Unit, Appraisals, and Acquisitions & Divestitures.
- Makes strategic decisions and recommendations to enhance the agency's 'trust land assets' by acquiring and divesting in lands. This position also oversees the agency's appraisal unit.
- Oversees the development and implementation of the agency's Sustainable Harvest Calculation for both eastern and western Washington.

Qualifications

Required Qualifications:

- Experience in strategic leadership, precise communication, effective negotiation, and persuasive advocacy.
- Experience encouraging innovative best business practices.
- Substantive experience in mediating issues between executive management and staff.
- Knowledge and understanding of the Washington State Legislative processes.
- Experience-based ability to create a positive work environment, build morale, and elicit sustained superior job performance.
- Proven ability to develop staff skills by effectively coaching, mentoring and training.
- Bachelor's degree or higher in a natural resource-related field AND ten (10) years of supervisory experience that shows progressive leadership skills. OR an equivalent combination of relevant experience and/or education.
- Strong commitment to ethical leadership and diversity, equity, and inclusion goals.
- Perform assigned duties consistent with applicable laws, and regulations, and public records retention and requests are followed.
- Position Specific Competencies:
 - Team Building
 - Communications Effectiveness
 - Management
 - Work Processes and Results
- Senior Leadership Specific Competencies:
 - Decisiveness
 - Influencing/Negotiating

- External Awareness
- Strategic Thinking
- Risk Management
- Politically Savvy
- DNR Core Competencies:
 - Personal Accountability
 - Value Others
 - Compassionate Communication
 - Inspire Others
 - Commitment to Excellence

Special Requirements and Conditions of Employment:

- 95% office setting; frequent meetings and computer use. 5% in the field for region tours/site visits.
- Travel is expected to be minimal, perhaps 5%, mainly to region offices or the offices of external stakeholders. Occasional evening and weekend work; occasional field visits.

Desired Qualifications:

- Knowledge of natural resource management issues in the Pacific Northwest.
- Awareness of Washington's Indian Tribes, tribal sovereignty, and treaty rights.
- Knowledge and experience in forest modeling.

Don't let doubts stop you from applying for this position - If you have any questions about the required qualifications or how your 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 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 Todd Welker at todd.welker@dnr.wa.gov/360-902-1000 or 360-918-3777 or e-mail us at DNRrecruiting@dnr.wa.gov.

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.

Employer

State of Washington

Address

[View Job Posting for Agency Information](#)

[View Job Posting for Location, Washington, 98504](#)

Phone

[View Posting for Agency Contact](#)

Website

<http://www.careers.wa.gov>