

Assistant Engineering Division Manager – Forest Roads (WMS2)

Salary

\$97,908.00 - \$114,192.00 Annually

Location

Thurston County – Olympia, WA

Job Type

Full Time - Permanent

Remote Employment

Flexible/Hybrid

Job Number

2024-9-2787-10493

Department

Dept. of Natural Resources

Opening Date

09/12/2024

Closing Date

11/12/2024 11:59 PM Pacific

- [DESCRIPTION](#)
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Description



Assistant Engineering Division Manager – Forest Roads (WMS2)

Recruitment #2024-9-2787

Full-time, Washington Management Service (WMS2), Non-represented position

Location: Natural Resources Building- Olympia, WA

Relocation Compensation may be available and considered

Salary: \$97,908.00 - \$114,192.00 Annually

To allow for growth and salary progression the full salary range is: \$97,908.00 - \$120,204.00 Annually

Work Hours and Partial Telework flexibility are available and will be considered. A minimum of two days per week of office attendance at the NRB in Olympia will be required.

Review of applications is ongoing. We reserve the right to make a hiring decision or close this recruitment at any time after 9/26/24. 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 (DNR) has an exciting opportunity within our Engineering Division. Are you interested in a career in which you oversee 14,000 miles of road on public lands and help lead the delivery of engineering services for one of the premier natural resource agencies in North America? DNR is looking for an **Assistant Engineering Division Manager** to plan, lead, and organize the work of managing the 14,000-mile roadway network to service State Trust Lands. This work includes budget development, agency-wide program management, design, permits, construction, maintenance, and decommissioning of roadway segments, bridges, and other drainage structures. This position provides resources and guidance to statewide region operations and staff in forest road management. Additionally, this position supports professional engineering career development for the department.

In addition to all this, as one of four members of the Division's leadership team, will help set our program's strategic direction, oversee and implement program and department priorities, as well as identify division and program challenges, and work with the leadership team, region, and other program staff to determine and implement solutions.

To be successful in this position you will not only need an understanding of transportation engineering in the forest environment, but you will also need to showcase outstanding customer service and leadership skills as you support the current and recruit the future natural resource engineering professionals of the department.

Duties

Responsibilities:

- Plan, lead, organize, and provide accountability for the work performed by the Forest Roads section.
- Provide tactical and strategic statewide management of the entire DNR network, including 718 bridges.
- Manage the Access Road Revolving Fund for the department
- Oversee contracts for design, maintenance, and construction of roads and bridges.
- Manages the \$31 million operating and capital budget for the statewide Forest Road and Bridge program.

Qualifications

Required Qualifications:

- Bachelor of Science in Engineering, with an emphasis in civil engineering, water resources, forestry, logging engineering, low volume access road design and construction,
OR Four years of engineering experience as defined in RCW 18.43.020(8) while under the direct supervision of a licensed engineer.
OR A combination of relevant experience and/or education to equal four years.
- Four years of progressive experience in managing forest roads in an agency or business that actively harvests timber from its land base, or progressive experience in developing and managing teams involved in civil infrastructure projects, including but not limited to bridges, roads, and fish passage projects.
- Registration as a Professional Engineer in the State of Washington, or the ability to become licensed within six months of hire.
- Knowledge of and skill in performing supervisory responsibilities.
- Position Specific Competencies:
 - Leadership, mentorship, interpersonal problem-solving, creativity, and innovation skills.
 - Excellent verbal and written communication and public interaction skills. Ability to negotiate with individuals and groups outside the agency.
 - Ability to form and work in teams to determine and accomplish broad goals and objectives, and to develop policies and procedures.
 - Ability to perform long-range strategic planning relating to staffing, scheduling, resource allocation, and management.
- DNR Core Competencies:
 - Personal Accountability
 - Value Others
 - Compassionate Communication
 - Inspire Others
 - Commitment to Excellence

Special Requirements and Conditions of Employment:

- Work is performed in an office (97%) and field (3%) settings. The essential function of this position requires working in an office setting to provide leadership and administrative aspects. The technical and functional oversight aspects of the position require working in a field setting with steep and uneven terrain, and in inclement weather conditions.
- The position is required to travel overnight, sometimes for several nights 5-10 times per year.

Desired Qualifications:

- Public Works contracting and contract management.
- Skills in the budget process, and using budgeting as a policy, planning, and program management tool.
- Ability to manage operating and capital budgets, including initiation, concept papers, decision packages, spending plans, allotments, and monitoring.
- Working understanding of revolving funds, rate establishment, business management principles, accounting, and economics.

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 Dale Mix at dale.mix@dnr.wa.gov/360-790-5445 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.

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