

# Baker District Engineer, Civil Engineer 2 (CE2)/CE1 In-Training

## Salary

\$52,620.00 - \$82,056.00 Annually

## Location

Skagit County - Sedro Woolley, WA

## Job Type

Full Time - Permanent

## Job Number

2024-5-6786-06467

## Department

Dept. of Natural Resources

## Opening Date

05/28/2024

## Closing Date

6/27/2024 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



**Baker District Engineer, Civil Engineer 2 (CE2)/CE1 In-Training**

**Recruitment #2024-5-6786**

**Full-time, Permanent, Represented position**

**Location flexibility may be available and considered: Northwest Region -  
Sedro Woolley, WA.**

**Flexible Work Hours may be available and considered**  
**Relocation Compensation may be available and considered**  
**Salary: \$4,385 - \$6,838 Monthly**

**Review of applications is ongoing.** We reserve the right to make a hiring decision or close this recruitment at any time after 6/11/24. It is in your best interest to submit materials as soon as possible.

**Want to join something GREAT and make a difference?**

Are you someone who has excellent organizational skills, can manage multiple tasks and projects at the same time, appreciates the importance of good communication and follow-up, and enjoys working outdoors? Do you want to work with a great group of hard-working and dedicated professionals who maintain approximately 500 miles of forest roads; and plan, design, layout, and comply with the construction of forest roads for timber harvests in northwest Washington? If so, this is the position for you!

Baker District is actively seeking a **Forest, Environmental, or Civil Engineer**. The position will have a duty station in Sedro Woolley, WA. The varied terrain and microclimates in Baker District provide many engineering challenges in forest road layout and maintenance. The successful candidate will be in charge of developing road plans for the District's timber sale program, which will include evaluating existing roads and structures, planning new road locations, designing new stream crossing structures, and doing harvest system analyses. If you enjoy engineering challenges and watching your work come to fruition, this is the place for you!

Qualifying experience for the Professional Engineer License may be signed off for engineers with the Engineering in Training certification.

This position mainly works in Baker District which is located in Whatcom Co. and northern Skagit Co. in the beautiful Cascade Mountain foothills. Sedro-Woolley is a growing community where logging and high tech come together, maintaining a robust economy and high quality of life. Bellingham is less than an hour away and Seattle is less than two hours away. Have the best of both worlds by enjoying the outdoors near the Salish Sea and the Cascade Mountains, while having all the options of larger cities close by.

In this position, you will interact with professionals with diverse talents and skill sets. You will have the opportunity to work frequently with other engineers, foresters, wildlife biologists, GIS professionals, geologists, and heavy equipment operators, to name a few. The DNR and Northwest Region have an amazing Forest Engineering team that provides support and collaboration. Collaboration is one of our agency's core goals and it is our belief you will benefit by learning while working side by side with others in these fields and other fields as they learn from you.

## **Duties**

**Responsibilities:**

**Timber Sale Engineering Responsibilities**

Timber sale engineering responsibilities will provide Baker District with complete

forest road designs that meet department policies, and regulatory requirements and are encapsulated in timber sale contract ready Road Plans. These Road Plans will ensure that assigned timber harvest deliverables are met with an efficient and environmentally sound forest road system. Specific tasks include:

- Perform forest engineering work in office and field settings, designing forest transportation and harvesting systems.
- Use computer software to develop detailed engineering road designs (plan/profile, cross sections, culvert sizing, and slope staking notes). Examples are RoadENG, AutoCAD, etc.
- Consult and review with Unit Foresters and the District Manager planned harvesting and transportation systems. Include exploration of alternatives, benefit/cost analyses, solutions of site-specific problems, and compilation of information into timber sale Road Plans.
- In consultation with the Region Engineer's team, design fish passage structures, and create documentation sufficient to acquire a Forest Practices FPHP, with the concurrence of WDFW and TFW partners.
- In consultation with the Region Engineer's team, provide peer review of other engineering Road Plans and designs.
- In consultation with Contract Administration Foresters, provide contract compliance inspections for Road Plans, including verification of rock quantities, conformance with specifications, and authorization of minor changes to expedite construction and promote efficiency. Compliance includes evaluating water passage and fish passage structures for proper installation under timber sale contract clauses and Road Plan specifications.
- Provide Road Plan implementation cost estimates, including quantity estimates, rock pit development costs, and equipment and material costs.
- Create rock pit development plans (usually associated with a Road Plan), including rock stockpile quantities, rock pit development costs, and assignment of rock to various projects.
- Provide consultation to Foresters on the use of logging system analysis software.
- Assist other Districts within the Region with engineering needs as time allows.
- Identify and address immediate transportation system needs based on knowledge of all applicable policies, procedures, rules, and regulations to promote the efficient use of personnel to achieve program deliverables and regulatory requirements.

### **Road Maintenance Responsibilities**

Road maintenance responsibilities within Baker District include planning, scheduling, coordinating, and complying with road maintenance activities to ensure District roads meet Forest Practices and Engineering Division standards. Tasks include:

- Maintain a routine and thorough road maintenance schedule, working with Unit Foresters and the Region Engineer's team (including Heavy Equipment Crew) to ensure projects are coordinated and completed in a timely manner.

- In consultation with the Unit Foresters and Region Engineer's team, coordinate a systematic assessment of road maintenance needs, including roadside brushing, ditching, culvert replacement, grading, etc. Roads that receive heavy public usage in recreation areas will require coordination with Recreation Managers.
- In consultation with the Region Engineer's team, determine if projects are best suited to the Heavy Equipment Crew, contracting, or other workforces (i.e. wildfire and forest resiliency program staff).
- Coordinate road assessments after storm events to identify emergency work.
- Assess the need for emergency work and coordinate getting the work accomplished in a timely manner and report to the Region Manager.
- In consultation with the Region Engineer's team, assist in the preparation and compliance of Purchased Service Contracts, Limited or Small Public Works Contracts.
- In consultation with the Region Engineer's team, assist with compliance of road maintenance and construction contracts and provide engineering expertise for Heavy Equipment Crew projects. Act as the primary District contact for the Region's Heavy Equipment Crew.
- Create rock pit development plans. This should include maintaining rock stockpile quantities and assignment of rock to various projects.
- In consultation with the Region Engineer's team, assist with Forest Practices Applications for road maintenance or other projects including documents to acquire FPHP permits, and abandonment approval letters for District projects.
- Update the agency GIS database for any road system changes in the District (new permanent road construction, abandonment, gates, etc.).

## Qualifications

**This may be filled as an in-training position.** This is designated as a 12-24 month training plan. If you complete all elements of the training steps in a shorter amount of time, we may waive the remainder of the time required. Candidates will be considered as **Civil Engineer 1 (CE2 In-Training)** or **Civil Engineer 2**, depending on qualifications.

### Required Qualifications:

#### **Civil Engineer 1 (CE2 In-Training)**

(Salary range: \$4,385 - \$5,900 per month):

- A Bachelor's degree in forest, environmental, or civil engineering (or will be obtained within 6 months of hire date).  
OR A Bachelor's degree specializing in forest operations, which included course work in forest road design, forest road construction and maintenance, and harvesting systems planning, AND approximately one year of experience in forest road construction and maintenance, timber sale layout, and harvest planning, or other equivalent experience.

- Experience in the use of engineering equipment, tools, and software-including in an academic environment.
- Knowledge of forest engineering principles, techniques, and applications such as logging systems and forest road transportation designs with water crossings.
- Knowledge of ground and cable logging systems, and forest road construction techniques.
- Knowledge of Forest Practices rules and rights-of-way laws.
- Knowledge of components required for running grade lines, traversing P-lines and marking L-lines, and putting that information into a design plan.
- Positive interpersonal and communication skills.
- DNR Core Competencies:
  - Personal Accountability
  - Value Others
  - Compassionate Communication
  - Inspire Others
  - Commitment to Excellence

## **Civil Engineer 2**

(Salary range: \$5,088 - \$6,838 per month):

- A Bachelor's degree in forest, environmental, or civil engineering (or will be obtained within 6 months of hire date) AND approximately one year of experience in forest road design, forest road construction and maintenance, timber sale layout, and harvest planning  
OR A Bachelor's degree specializing in forest operations, which included course work in forest road design, forest road construction and maintenance, and harvesting systems planning, AND approximately two years of experience in forest road construction and maintenance, timber sale layout and harvest planning, or other equivalent experience.
- Study of or experience in the policies, principles, and practices of the forest engineering profession as applied to the Northwestern United States (i.e., fundamentals of cost estimates, timber sale layout, logging methods, road engineering, drainage, sediment and watershed management, fish passage design).
- Exposure to inspecting, instructing, and working with heavy equipment crews and contract crews to ensure road projects are completed as specified.
- Experience in navigation and data gathering. Examples are: using field maps, Avenza, aerial photos, compass, orthos, clinometer, radio, laser rangefinder, and GPS.
- Exposure to timber sale road plan preparation and road layout.
- Experience using programs such as MS Word, MS Excel, ArcMap, or ArcPro. Also have familiarity with Skyline XL, AutoCAD, and RoadENG and the aptitude for learning new software programs.
- 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.
- Strong written and verbal communication skills.
- Facilitation and negotiation skills.
- Ability to provide training and development.
- Demonstrates leadership in the maintenance and development of a safe and healthy work environment.
- Conveys clear, persuasive messages that are effective in influencing the thoughts and actions of others.
- Actively takes steps to build a cohesive and results-oriented team.
- Builds and maintains internal and external customer satisfaction offered by the organization.

### **Special Requirements and Conditions of Employment:**

- Working Setting: Office 30%, Field 70%. Fieldwork involves taking field measurements and driving on forest roads under a variety of conditions; working alone in remote areas and working in all kinds of inclement weather conditions across a variety of very steep and very rugged terrain.
- Travel may be required periodically.
- 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:**

- Experience with forest engineering objectives and timber harvest planning.
- Two years of professional engineering experience.
- Experience in traversing roads, including running grade lines, P-lines, and L-lines.
- Experience in ground and cable logging systems, and forest road construction techniques.
- Experience in hydrology and hydraulic design procedures (culverts, fish passage structures, etc.).
- Experience in basic survey procedures and use of equipment to collect and process field data for design, construction, and costing of engineering projects (an example is a Total Station).
- Experience in preparing detailed and accurate descriptions, contracts, cost sheets, and other applicable paperwork for engineering projects.
- Experience with timber sale contracts, Public Works contracts, and contract administration, including road construction and abandonment.
- Knowledge of the DNR's HCP, Forest Practice Rules, and Policy for Sustainable Forests.

**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](mailto: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](http://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.).
- **Attach a copy of your college degree certificate or an unofficial copy of your transcripts.** If you have questions regarding attaching this document please contact [dnrrecruiting@dnr.wa.gov](mailto:dnrrecruiting@dnr.wa.gov). If you do not attach your college degree certificate or an unofficial copy of your transcript your application will not move forward in the application process.
- **Complete all supplemental questions.**
- Candidates who move forward in the recruitment process may be contacted via email at [info@governmentjobs.com](mailto: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 Chris Hankey at [Chris.Hankey@dnr.wa.gov](mailto:Chris.Hankey@dnr.wa.gov)/360-854-2811 or e-mail us at [DNRrecruiting@dnr.wa.gov](mailto:DNRrecruiting@dnr.wa.gov).

### **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](http://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. 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](mailto: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.

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](mailto:CareersHelp@des.wa.gov).



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State of Washington

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