

Black Hills Silviculture Unit Manager, Natural Resource Specialist 3 (NRS3)

Salary

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

Location

Thurston County – Tumwater, WA

Job Type

Full Time - Permanent

Remote Employment

Flexible/Hybrid

Job Number

2024-7-3876-08207

Department

Dept. of Natural Resources

Opening Date

07/16/2024

Closing Date

7/30/2024 11:59 PM Pacific

Salary Information

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

- [DESCRIPTION](#)
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Description



**Black Hills Silviculture Unit Manager, Natural Resource Specialist 3 (NRS3)
Recruitment #2024-7-3876**

Full-time, Permanent, Represented position

Location: South Puget Sound Region- Tumwater, WA

Work Hours and Partial Telework flexibility may be available and considered

Relocation Compensation may be available and considered
Salary: \$4,865.00 - \$6,539.00 Monthly

Want to join something GREAT and make a difference?

The Department of Natural Resources (DNR) has an exciting opportunity within our South Puget Sound Region. Are you someone who loves the outdoors, and is passionate about becoming a **Silviculture Unit Manager** working in Washington State? If you love working in the outdoors, appreciate a remote natural environment, have good forest management skills, a working knowledge of silvicultural methods, and enjoy being part of a high-functioning team, then this job might be for you. The Department of Natural Resources, South Puget Sound Region is looking for a Silviculture Unit Manager to join the Black Hills District.

Duties

Responsibilities:

The Silviculture Unit Manager is responsible for implementing the Department's reforestation management activities on state trust lands. This position works under the guidance of the region IMF (Intensive Management Forester), the Habitat Conservation Plan, the Forest Practice Rules, The Policy for Sustainable Forests, the Endangered Species Act, all applicable collective bargaining agreements for the positions supervised, and all other applicable laws, rules, regulation, and agency policies, procedures, and guidelines. This position reports to the IMF and must interact with agency staff, the general public, and other state, county, and federal agencies on a routine basis. The Silviculture Unit Manager is responsible for implementing programmatic policy, procedures, and guidance, and attaining tangible deliverables on the ground.

Qualifications

Required Qualifications:

- Bachelor's degree in forestry or forest ecology, AND three years of professional forestry experience; OR an equivalent combination of education and/or experience.
- 1 year experience using GPS and ArcGIS products.
- Experience in young stand establishment and maintenance practices and treatments.
- 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.
- Demonstrates leadership in the maintenance and development of a safe and healthy work environment. Empowered to identify, resolve, or mitigate observed safety concerns.
- Knowledge of general forest management theory (timber management planning, silviculture, appraisal techniques, timber sales, contract preparation

and administration, forest fire prevention and suppression, logging and forest road construction, reforestation methods, public relations, statistical analysis).

- Knowledge of basic forest mensuration, and forest biology.
- Proficient computer skills such as MS Word, MS Excel, ArcGIS, and an aptitude for learning new software programs.
- Ability to navigate using mobile devices, maps, aerial photos, compass, and GPS.
- Ability to inspect, instruct, and work with contract crews to ensure silvicultural prescriptions are met.
- Ability to traverse unit boundaries and accurately create a map in GIS.
- Strong verbal, written, and interpersonal communication skills as demonstrated by the ability to resolve conflicts, write effectively, and communicate with diverse groups both internal and external.
- Ability to work independently and as part of a team to develop and achieve department and project goals.
- DNR Core Competencies:
 - Personal Accountability
 - Value Others
 - Compassionate Communication
 - Inspire Others
 - Commitment to Excellence

Special Requirements and Conditions of Employment:

- The position works from an assigned duty station (see above). A majority (60%) of the work is performed in isolated unimproved natural forestry settings. The individual must be able to traverse uneven terrain in all weather conditions. Office work requires the use of standard office furniture and equipment (e.g. desks, files, cabinets, computers, copy machines, etc.).
- The position requires a large majority (60%) of time in the field and traveling between sites in the work unit. Occasional travel out of the work area is required.
- 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:

- Five years of professional forestry experience.
- Five years of experience using GPS and ArcGIS products.
- Three years of experience in young stand establishment and maintenance practices and treatments.
- One year of experience with the timber sales process and contract administration.
- Knowledge of Policy for Sustainable Forests, Habitat Conservation Plan, and related agency policies.
- Knowledge of Forest Practice Rules and SEPA process.

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 Andrew Reed at Andrew.Reed@dnr.wa.gov 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](#)

Agency

State of Washington

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