

# Compliance Diver, Natural Resources Specialist 1 (NRS1)

## Salary

\$45,732.00 - \$61,404.00 Annually

## Location

Thurston County – Tumwater, WA

## Job Type

Full Time - Permanent

## Job Number

2024-6-7195-07220

## Department

Dept. of Natural Resources

## Opening Date

06/18/2024

## Closing Date

7/9/2024 11:59 PM Pacific

## Salary Information

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

- [DESCRIPTION](#)
- [BENEFITS](#)
- [QUESTIONS](#)

## Description



**Compliance Diver, Natural Resources Specialist 1 (NRS1)**

**Recruitment #2024-6-7195**

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

**Location: Tumwater, WA**

**Salary: \$3,811.00 - \$5,117.00 Monthly**

The salary range listed includes a general wage increase of 3% for all state employees effective July 1, 2024.

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

The Department of Natural Resources (DNR) has an exciting opportunity as a **Compliance Diver, Natural Resources Specialist 1 (NRS1)**. This position serves in one of two work elements that monitor the Commercial Wildstock Geoduck Fishery for DNR. Each work element contains five Natural Resource Specialist 1s (NRS1s), reporting to a Dive Team Supervisor within the Geoduck Fishery Compliance section of the Natural Resource Police unit, who perform daily activities as Compliance Officers/Divers. The two work elements make up one Compliance Dive Team. Two (2) additional Compliance Team Leaders, each reporting to a Dive Team Supervisor, also act as members of the team and serve in lead positions assigning work and performing quality checks for the team.

All diving is conducted under the established DNR policies described in the DNR Dive Safety Manual. This position performs professional and skilled technical functions and contract administration duties throughout Puget Sound and other navigable marine waters of the state to ensure the state's geoduck fishery is conducted in an orderly manner consistent with the DNR harvest agreements, regulatory permits, the Commercial Wild Stock Geoduck Fishery Management Plan, the Final Supplemental Environmental Impact Statement, and the Low-Effect Habitat Conservation Plan for the Commercial Wild Stock Geoduck Fishery (HCP).

## Duties

### **Responsibilities:**

This position routinely travels away from the duty station for extended periods and regularly operates large vehicles for crew transport and towing, piloting, or crewing a variety of vessels, routinely leads or participates in dive operations as a member of the DNR Compliance Dive Team.

The position performs professional and skilled technical functions and contract administration duties throughout Puget Sound and other navigable marine waters of the state to ensure the state's geoduck fishery is conducted in a safe and orderly manner consistent with the harvest agreements, DOH & WDFW regulations, regulatory permits, the Commercial Wild Stock Geoduck Fishery Management Plan and Final Supplemental Environmental Impact Statement, and the Low-Effect Habitat Conservation Plan for the Commercial Wild Stock Geoduck Fishery (HCP). The position also performs site-specific environmental assessments and restoration activities and collects samples and data on state-owned aquatic lands for DNR and other public entities.

## Qualifications

### **Required Qualifications:**

- Certified SCUBA diver, with documented training and diving experience acceptable to the DNR Dive Team Supervisors. Has performed a minimum of 12 logged dives within the last year in cold water, using a dry suit, and is comfortable in low visibility conditions.
- 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 think clearly, communicate effectively and concisely, and take appropriate action under both normal working conditions and under adverse conditions or emergency response situations. Work under minimal supervision within established procedures, methods, and standards.
- Ability to write reports clearly and concisely and use the Microsoft Suite including Word, Excel, Access, and PowerPoint programs.
- Ability to track vessels, crewmembers & divers, record and correctly calculate weights to verify shellfish catch records (fish tickets), and fully complete daily vessel logs.
- DNR Core Competencies:
  - Personal Accountability
  - Value Others
  - Compassionate Communication
  - Inspire Others
  - Commitment to Excellence

**Special Requirements and Conditions of Employment:**

- This position's assigned duty station is the Blue Mountain Dive Locker near Tumwater, WA. This position works at the Dive Locker and is regularly assigned to work on vessels and is potentially exposed to a variety of weather conditions. Occasionally works in the Natural Resources Building
- This position travels regularly. The employee is eligible for per diem and lodging costs when in travel status, except when provided.
- 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.
- Must pass annual dive physical exam performed by a licensed physician with board certification in Undersea and Hyperbaric Medicine.
- Must complete a minimum number of twelve (12) dives annually to maintain Dive Team status.
- This position has been identified as "safety-sensitive" and the successful candidate is subject to pre-employment and reasonable suspicion drug testing.
- This position requires an employee to tow and operate a vessel as part of their job duties. They must complete a DNR-approved boater safety education course, complete a task book, and pass a skills test within six months of employment.
- Employee must read, understand, and adhere to the DNR Dive Safety Manual, policies, and operating procedures.
- Must pass a pre-employment dive evaluation.
- Must obtain Washington State Boater Education Card.

**Desired Qualifications:**

- A combination of education and/or paid work experience in aquaculture, fisheries, forestry, business, criminal justice, military experience, geology, or a related natural science.
- Completed an accredited professional or commercial dive school or equivalent military dive training. Knowledge of diving regulations (WACs, CFRs) and industry standards related to commercial diving activities and life support equipment maintenance requirements. Accomplished diver with 50 or more SCUBA dives.
- Demonstrated team member, experience working in a team environment, and adaptability to changing priorities.
- Skilled in vessel dive boat handling on the water. Knowledge of USCG regulations pertaining to navigation and a minimum of at least six months of experience operating vessels in marine waters. Ability to operate GPS-chart plotter, Radar, VHF radios, and other communication devices such as cell phones or emergency beacons.
- Background in contract administration.

**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.).
- **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 Aaron Howard at [aaron.howard@dnr.wa.gov](mailto:aaron.howard@dnr.wa.gov) or e-mail us at [DNRrecruiting@dnr.wa.gov](mailto: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](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.

**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.

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).

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

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State of Washington

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