

East Zone Fire Operations District Manager, WMS1

Salary

\$82,452.00 - \$96,156.00 Annually

Location

Stevens County – Colville, WA

Job Type

Full Time - Permanent

Job Number

2025-2-3070-01509

Department

Dept. of Natural Resources

Opening Date

02/25/2025

Closing Date

3/11/2025 11:59 PM Pacific

Description



East Zone Fire Operations District Manager, WMS1

Recruitment #2025-1-3070

Full-time, WMS1, Non-represented position

Location: Northeast Region- Colville, WA

Work Hour flexibility may be available and considered

Relocation Compensation may be available and considered

Salary: \$82,452.00 - \$96,156.00 Annually

To allow for growth and salary progression the full salary range is: \$82,452.00 - \$101,208.00 Annually

Want to join something GREAT and make a difference?

The Department of Natural Resources (DNR) has an exciting opportunity within our Northeast Region. If you love working in a fast-paced environment, enjoy assisting the public, and have a proven ability to work as part of a diverse, and widespread

team, then this opportunity might be for you! The Department of Natural Resources, Northeast Region is looking for a Fire Operations District Manager to join and help lead the East Zone Fire program.

The East Zone is the busiest Wildland Fire Management Zone of Operations in Washington State. As the East Zone Fire Operations District Manager, you will organize pre-season preparedness activities and lead a great team in providing suppression on all DNR-protected lands in Pend Oreille, Stevens, Spokane, northern Lincoln County, and eastern Ferry County.

The successful candidate must foster positive working relationships amongst the other region wildland fire managers, wildland fire staff, region office staff, dispatch staff, state lands staff, tribal fire partners, fire district staff, and state and federal agency partners. The opportunity to collaborate with other fire professionals will provide you with exposure to a variety of learning opportunities, agency operations, and the ability to build cohesive relationships across the state of Washington. You will experience a different level of collaboration within the DNR that will offer a lifetime worth of skills for your future career path.

Duties

Responsibilities:

- Manage wildland fire suppression activities on state and private lands within the eastern portion of the Northeast Region.
- Wildland fire cost recovery to include contacting and negotiating with the responsible parties, representing the DNR in mediation, and in legal proceedings.
- Ensures appropriate and optimum use of the organization's resources.
- Works collaboratively with the Northeast Region Leadership team to achieve common goals and positive results.
- Supports effective and positive communication internally as well as externally with partners.

Qualifications

Required Qualifications:

- A bachelor's degree in a Natural Resource field AND three years of professional fire suppression experience;
OR a combination of education and/or experience in Natural Resources and Fire Suppression equivalent to seven years.
- Supervisory experience including the following:
 - Employee recruitment and selection
 - Planning and assigning work, including setting performance standards and expectations
 - Evaluating and documenting performance
 - Performance feedback and coaching

- Training and development planning
 - Employee motivation and performance-based recognition
 - Corrective action tools and strategies
- Qualified as a Task Force Leader or higher NWCG position.
- Must annually pass the Work Capacity Test at the level required to maintain the relevant qualification per NWCG PMS 310-1.
- Experience in the principles, methods, and techniques of public administration, business administration, budgeting, economics, and management.
- Leadership characteristics and principles of leadership.
- Verbal and written communication skills.
- Negotiation with diverse interest groups, such as other agencies, tribes, environmental groups, private industry, local government, media, and the general public.
- Ability to read and interpret forest protection regulations and rules.
- Knowledge of wildfire qualification training and certification requirements.
- Position Specific Competencies:
 - Employ critical thinking in all duties.
 - Demonstrate situational awareness when making decisions.
 - Function with political astuteness and interact effectively with a diverse set of partners including natural resource managers, politicians, scientists, private landowners, environmental groups, neighbors, tribes, and agency representatives.
 - Develop and maintain relationships with a diverse group of partners, fostering support for agency initiatives and programs.
 - Value and champion the contributions a diverse workforce makes to the business goals of the agency. Model diversity principles in day-to-day work.
- DNR Core Competencies:
 - Personal Accountability
 - Value Others
 - Compassionate Communication
 - Inspire Others
 - Commitment to Excellence

Special Requirements and Conditions of Employment:

- The position's assigned duty station may be determined based on where the incumbent resides. Teleworking from home is an option for this position but the employee must reside within the East Zone of Northeast Region for quick fire response. Work is performed 50% in an office/telework setting and 50% in the field. While in an office/telework setting, the position does not come in contact with any hazardous chemicals other than standard surface cleaners and adhesives. While in a field setting, the position may come into occasional contact with motor fuels, lubricants, paint solvents, and pesticides. Also, see the Task Hazard Analysis (THA) in the position's file.
- Frequent travel will be required for periods of up to 21 days.

- 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:

- A qualified Type 3 Incident Commander or Division Supervisor Line Rating.
- Ability to manage budgets.
- Experience making public presentations.
- Working knowledge of the Incident Command System.
- NWCG Type 3 IC or Division Supervisor Fire Qualifications and Experience

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 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 Tim Love at tim.love@dnr.wa.gov/509-563-9367 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](http://www.washingtonrelay.com) 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

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Phone

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Website

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