

# Education and Enforcement Warden, Natural Resource Specialist 2 (NRS2)

**Salary**

\$51,588.00 - \$69,396.00 Annually

**Location**

Okanogan County – Omak, WA

**Job Type**

Seasonal

**Job Number**

2025-3-7601-02108

**Department**

Dept. of Natural Resources

**Opening Date**

03/20/2025

**Closing Date**

4/20/2025 11:59 PM Pacific

**Salary Information**

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

## Description



**Education and Enforcement Warden, Natural Resource Specialist 2 (NRS2)**

**Recruitment #2025-3-7601**

**Full-time, Career Seasonal, Represented position**

**Anticipated seasonal employment is February - December**

**Location: Northeast Region- Omak, WA**

**Salary: \$4,299.00 - \$5,783.00 Monthly**

**Review of applications is ongoing.** We reserve the right to make a hiring decision or close this recruitment at any time after 3/27/25. 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 Northeast Region as an **Education and Enforcement Warden, Natural Resource Specialist 2 (NRS2)**. The Recreation Warden, based out of Omak, WA, provides professional-level education and enforcement duties for the western half of the Northeast Region. This position is highly visible to the public and acts as a primary point of contact in the field for visitors, user groups, volunteers, campground hosts, and neighbors. This position helps the Northeast Region achieve its mission by providing and maintaining public safety and protecting resources. This is accomplished by educating the general public, neighbors, and recreational users about recreational opportunities and appropriate behavior, applicable rules and regulations, and determining the appropriate enforcement action if needed.

The Recreation program's vision is to "Provide diverse and high-quality recreational opportunities within DNR landscapes that foster community engagement, promote a strong sense of environmental stewardship, and enrich the quality of life in Washington".

The goals for managing statewide recreation are to:

- Promote the safety of the public, DNR employees, and volunteers,
- Support enjoyable recreation that is compatible with land management responsibilities,
- Work in collaboration with volunteers and interested stakeholders to provide engaging recreational opportunities, and;
- Manage healthy natural landscapes and working forests that can sustain recreation for current and future generations.

## **Duties**

### **Responsibilities:**

- Provide an education and enforcement presence within the district, with an emphasis on enforcing recreation rules and regulations.
- Supporting the Recreation manager with volunteer coordination to include public outreach, volunteer recruitment, and tracking and reporting of volunteer hours performed
- Assists the Region's recreation maintenance and operations with trail stewardship. This includes inspection and evaluation of trails and facilities after permitted organized events, recreation sign installation, management of trail/vehicle counter devices and associated data, as well as the management of trail camera devices and associated collected data.

## **Qualifications**

### **Required Qualifications:**

- Experience using computers and processing software, including the use of Excel, Access, Microsoft Word, and PowerPoint.

- Experience with conflict resolution and defusing tense situations.
- Associate's degree AND two years of experience in a natural resource-related field, with a focus on recreation management and/or user education and outreach;  
OR an equivalent combination of education and/or experience.
- Tact and Diplomacy: Ability to respond to difficult, stressful, or sensitive interpersonal situations in a way that reduces or minimizes potential conflict and maintains good working relationships among internal and external customers.
- The ability to use independent judgment effectively.
- Highly developed writing and oral communication skills and public presentation skills, and the ability to effectively inform and educate user groups, volunteers, and the general public.
- 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.
- DNR Core Competencies:
  - Personal Accountability
  - Value Others
  - Compassionate Communication
  - Inspire Others
  - Commitment to Excellence

**Special Requirements and Conditions of Employment:**

- Must be able to complete and pass DNR Basic Enforcement Training, receiving DNR Limited Commission Authority, during the probationary period.
- Must be able to complete and pass ATV/UTV/Trailer Towing Safety Training within the probationary period.
- The position will have an assigned Duty Station. The majority (80%) of work is performed alone in isolated, unimproved areas. Incumbent must be able to traverse uneven terrain in all weather conditions. The position will require operating a four-wheel drive vehicle on highway and forest roads, as well as trail hiking, and possibly riding mountain bikes, ATVs, UTVs, and off-road motorcycles on trails of moderate to difficult terrain. Must be able to cover reasonable distances per day in the field on moderate to very difficult terrain. Must be willing to work alone and in remote terrain and all weather conditions. These duties are accomplished while the employee is working alone, in remote locations, often with limited cell service. The employee must exercise independent judgment to make the best decisions possible to protect the department, resources, and their own safety. This may occur in difficult and potentially dangerous situations, with limited backup from Law Enforcement or other Agency staff.
- Position requires a large majority (80%) of time in the field, traveling alone between trailheads, trails, day use areas, and work centers. Most travel will be within the Region, with occasional travel occurring out of the Region.

- A valid, unrestricted driver's license and 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:**

- Bachelor's degree in public use, recreation, natural resources, forestry, law enforcement, or a closely related field.
- Familiarity with the Washington Department of Natural Resources' public use and trust land management responsibilities and practices.
- Previous Law Enforcement experience.
- Familiarity with Washington State RCWs and WACs relating to Public Use on state land.
- Knowledge of outdoor recreation uses.
- Familiarity with the principles and practices of recreation management.
- Experience with collecting progress measures on project deliverables and creating project progress reports that meet the reporting requirements of grant funding agencies.
- Experience operating and maintaining various types of equipment, including but not limited to: chainsaws, small power tools, quads, off-road motorcycles, and mountain bikes.

**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](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:** 3-5 professional references with current telephone numbers; to include your 2 most recent supervisors. 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 Chris Marcolin at [chris.marcolin@dnr.wa.gov](mailto:chris.marcolin@dnr.wa.gov)/509-680-3785 or e-mail us at [DNRrecruiting@dnr.wa.gov](mailto: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](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 360-664-1960 or 1-877-664-1960 or email [CareersHelp@des.wa.gov](mailto:CareersHelp@des.wa.gov).

**Employer**

State of Washington

**Address**

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