

Introduction



The Wisconsin DNR is dedicated to working with Wisconsinites while preserving and enhancing the natural resources of Wisconsin. In partnership with individuals and organizations, DNR staff manage fish, wildlife, forests, parks, air and water resources while promoting a healthy, sustainable environment and a full range of outdoor opportunities.

The **Department of Natural Resources** is hiring a **Great Lakes Specialist** within the Division of Fish, Wildlife and Parks. This position can be headquartered in Madison, Green Bay, Sturgeon Bay, Bayfield, or Milwaukee and provides support to Lake Michigan and Lake Superior.

This is an excellent opportunity to **start a meaningful and rewarding career with the DNR**. Our employees have access to an excellent comprehensive **benefit and compensation package**, that includes **paid time off so you can truly have a work/life balance!** If you have student loans and work full-time in a public service job (like this one!) you may be eligible for the **Public Service Loan Forgiveness** Program. To learn more about the state's complete compensation package, please visit Employee Trust Fund's **Total Rewards Calculator!**

Position Summary

- Plan and coordinate protection and management of Wisconsin's Great Lakes sport and commercial fisheries and the aquatic environments that support them
- Develop and recommend complex statewide fisheries management policy
- Consult on the Great Lakes fisheries program and provide direction to other staff working in this area
- Work with stakeholders (senior officials, legislative committees, etc.) on highly sensitive and complex statewide, inter-state and national fisheries issues

Review the full job description for additional information about the position's duties and responsibilities.

Salary Information

Starting wage is between \$26.34 - 44.33 per hour, depending on qualifications and experience, plus excellent benefits.

A 12-month probationary period will be required. The classification title for this position is Fisheries Biologist - Advanced (schedule 15, range 03). This position is not represented in a collective bargaining unit and is exempt under the Fair Labor Standards Act.

Pay will be set in accordance with the State Compensation Plan in effect at the time of appointment. Starting pay may vary for current state employees.

Job Details

Travel: Statewide travel is substantial and involves travel to field offices on both Lake Michigan and Lake Superior and to a variety of other offices and locations for meetings. Out of state and out of country travel is also required to develop/coordinate management activities with state, federal, tribal, and provincial agencies throughout the Great Lakes Basin.

Remote Work: This position may be allowed to work remotely in Wisconsin approximately 60% of the time but will need to report in person when required, sometimes on short notice. High speed internet access is required to meet the needs of remote work.

Background Checks: The Department of Natural Resources conducts criminal background checks on final applicants prior to job offer. Please note that a criminal charge or conviction on your record will not necessarily disqualify you from state employment. In compliance with the Wisconsin Fair Employment Act, the DNR does not discriminate on the basis of arrest or conviction record.

Eligible to Work in the U.S.: The Department of Natural Resources does not sponsor work visas at the time of hire or anytime during employment. All persons hired will be required to verify identity and eligibility to work in the United States and complete the required Employment Eligibility Form I-9 upon hire.

Reuse: The results from this recruitment may be used to fill future similar vacancies if they become available.

Qualifications

Please make sure to describe the following qualifications within your resume and/or letter of qualifications.

You **need to have all** of the following:

- Experience developing, recommending or evaluating policy alternatives for sport and commercial fisheries (i.e. regulations, stocking decisions, etc.)
- Experience developing, planning, or implementing biological evaluations for habitat protection, species assessment, containment studies, or environmental impact studies.
- Experience developing or coordinating the protection of aquatic resources through policy development (i.e. managing the spread of aquatic invasive fish species, habitat protection, etc.)
- Excellent communication skills, including ability to maintain positive working relationships with internal and external stakeholders

Any of the following would be **nice to have:**

- Experience developing and recommending statewide, regional, or interstate plans to protect and manage sport or commercial species and habitat.
- Experience supporting the development and management of public outreach programs to provide technical information or policy recommendation to stakeholders.
- Knowledge of advanced fisheries quantitative analysis techniques using statistical tools (e.g. R or Python) with statistical modelling experience an asset.

How To Apply

Note: If you are viewing this posting on an external site, please visit [Wisc.jobs](#) (search the Job ID 14607) to complete your application.

To apply, click "Apply for Job" to start the application process. That will prompt you to access your existing account or create a new account. You will be asked to attach a resume and a letter of qualifications as part of the application process. It is important that these materials clearly illustrate how your qualifications relate to the qualifications of this job.

Please see the Frequently Asked Questions for general user information and technical assistance (e.g., signing in or uploading a resume). Follow this link for additional guidance on developing your resume and letter of qualifications (including a template).

Please note that once you submit your application, you will not be able to update your materials.

The State of Wisconsin is committed to fostering a fair, equitable, and consistent selection process that is based on merit and utilizes sound competitive selection procedures.

We provide reasonable accommodations to applicants and employees with disabilities.

Qualified veterans with a 30% or more service-connected disability are eligible for non-competitive appointment to permanent positions in classified civil service under s 230.275 WI Stats. Ask the HR contact listed in this announcement for information on how to apply under this provision.

If you have questions regarding this position or this recruitment (e.g., projected start date, application status, etc.) please email Deb in Human Resources at DJTJobs@dwd.wisconsin.gov or call 608-266-1024.

What happens next? A panel will review your application materials to determine your eligibility for further consideration in the selection process. The most qualified applicants will be invited to participate in the next step of the selection process, which is typically a virtual interview.

The State of Wisconsin is proud to be an equal opportunity workplace and is an affirmative action employer. We are committed to providing equal employment opportunities to applicants of any race, color, ancestry, religion, sex, national origin, sexual orientation, age, citizenship, marital status, disability, gender identity or Veteran status. We also consider qualified applicants regardless of criminal histories, consistent with legal requirements.

Deadline to Apply

Application materials must be submitted by **11:59 PM (central time) on July 8, 2024.**