

# Natural Resource Specialist 3 (NRS3)

## Salary

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

## Location

Mason County – Belfair, WA

## Job Type

Various Job Types

## Job Number

2024-6-3720-06717

## Department

Dept. of Natural Resources

## Opening Date

06/07/2024

## Closing Date

7/7/2024 11:59 PM Pacific

## Salary Information

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

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## Description



Unit Forester, Natural Resource Specialist 3 (NRS3)  
Recruitment #2024-6-3720

Full-time, Permanent, Represented position

Location: South Puget Sound Region - Belfair, WA

Work Hours flexibility may be available and considered

Relocation Compensation may be available and considered

**Salary: \$4,865.00 - \$6,539.00 Monthly**

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

**Review of applications is ongoing.** We reserve the right to make a hiring decision or close this recruitment anytime after 6/23/24. 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 South Puget Sound Region. Are you someone who loves the outdoors, and is passionate about becoming a Unit Forester working for Washington State? If you love working outdoors, appreciate a remote natural environment, have good forest management skills, a working knowledge of timber harvesting methods, and enjoy being a 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 **Unit Forester to join our Belfair Unit.**

## Duties

**Responsibilities:**

As a Hood Canal District Unit Forester, this position is responsible for forest management within the Unit including:

Plan, lead, organize, and manage the workload performed by Unit staff to ensure all deliverables are met, while being respectful of the environmental, economic, and social authorizing environments in which we operate. Ensure all activities are compliant with all laws and regulations and all agency policies, procedures, and guidelines.

Ensure staff resource allocations are appropriately managed to accomplish deliverables and assignments. Key deliverables are making the unit timber sales cut to achieve district volume deliverables. Work with the District Manager to balance region volume deliverables by trust and quarterly targets. Deal with highly sensitive resource issues. Work collaboratively with agencies, tribes, environmental groups, industry, local government, and the general public.

Supervision: Enhance the effectiveness of employees through timely evaluations. Provide professional developmental opportunities and training to enhance unit staff's personal and professional growth in preparation for their professional career goals. Mentor staff and provide a positive working environment where people are respected and valued professionally. Maintain and develop positive and effective supervisory relationships with staff, including completing evaluations, responding appropriately to disciplinary situations, representing, and supporting staff to resolve conflicts, and handling routine personnel issues. Make decisions for balancing career development with production obligations.

Plan, lead, organize, and control the work performed by the unit. Assure appropriate and optimum use of the organization's resources. Maintain the highest standard of

professional/personal and ethical conduct to support the State's goals for a diverse workforce. Work collaboratively with region management to achieve common goals and positive results.

Support effective and positive communication throughout the organization. Provide recommendations regarding issues involving state lands management. Act as liaison between the region and programs for which you are responsible and the public. Work to collaboratively share staff and resources between state lands units, recognizing there are no hard unit geographic lines to achieve the deliverables as a region. Work to ensure this message is communicated to your staff and they understand the message is about the team and success as a whole, not as individuals.

Work to resolve sensitive resource issues with a variety of partners. Develop and foster collaborative partnerships with diverse internal and external stakeholders to find creative and innovative solutions. Represent the Department's interests when interacting with private operators, purchasers, businesses, government officials, and the public where there is involvement in sensitive complex issues in the District, Region, or Agency.

## Qualifications

### Required Qualifications:

- A bachelor's degree in forestry or related field; AND two years of professional forestry experience.  
OR An associate degree in forestry or a related field; AND four years of professional forestry experience.  
OR A combination of equivalent education and/or experience.
- Experience in applying theory, policy, principles, and practices of the forestry profession as applied to the Northwestern United States (i.e., fundamentals of silviculture of Northwest species, markets and economics, cruising methods, sales layout, logging methods, engineering, plant nutrition, propagation and weed control, reforestation and intensive forest practices, recreation, multiple use, inventory, water quality, watershed management and basic principles of fisheries management.).
- Professional experience in the application of forest management objectives and timber management planning.
- Experience preparing and/or managing timber sales contracts.
- Experience with ground and cable logging systems, and forest road construction.
- Experience with, and understanding of Forest Practices rules, natural resources law, and practices.
- Experience with computer applications such as Microsoft Word and Excel.
- Experience with GPS technology and GIS mapping products.
- 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.

- Understanding of current forest management plans, Habitat Conservation Plan, and associated agency policies and procedures.
- Strong Facilitation and negotiation skills.
- Ability to assign work and set performance standards and expectations.
- Ability to provide performance feedback and coaching.
- Ability to provide training and development.
- Dedication to a Safe Workplace: Demonstrates leadership in the maintenance and development of a safe and healthy work environment.
- Communications Effectiveness
- Team Leadership: Actively takes steps to build a cohesive and results-oriented team.
- Customer Focus: Builds and maintains internal and external customer satisfaction with the Product Sales Program offered by the organization.
- 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 is a district work center. A large percentage (45-50%) of work is performed alone in isolated managed forest areas. Incumbent must be able to traverse uneven terrain in all weather conditions. Office work is completed in a climate-controlled building.
- Requires large amounts of time in the field traveling alone between timber sale activities and the region office.
- 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:**

- Bachelor's degree in forest management, forest operations, or silviculture specific to forestry in the Northwest USA.
- Three years of professional forestry experience.
- Experience practicing forestry and silviculture tasks involved in the management of State trust lands.
- Supervisory experience of at least 6 months which demonstrates an ability to promote team building skills, assign work, coach, and evaluate the work product of other staff.
- Experience with timber marketing and financial appraisals.
- Knowledge of employment rules and regulations as they apply to DNR employees.

- Experience with forest growth and yield simulators.
- Knowledge of the Incident Command System.

**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 Nathan McReynolds at [Nathan.McReynolds@dnr.wa.gov](mailto:Nathan.McReynolds@dnr.wa.gov)/253-381-2015 or e-mail us at [DNRrecruiting@dnr.wa.gov](mailto:DNRrecruiting@dnr.wa.gov)

### **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. 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.

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](#)

**Agency**

State of Washington

**Address**

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