

# Teaway Recreation Specialist, Natural Resource Specialist 3 (NRS3)

## Salary

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

## Location

Kittitas County – Ellensburg, WA

## Job Type

Full Time - Permanent

## Remote Employment

Flexible/Hybrid

## Job Number

2024-10-3347-12425

## Department

Dept. of Natural Resources

## Opening Date

10/31/2024

## Closing Date

12/2/2024 11:59 PM Pacific

## Salary Information

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

## Description



**Teaway Recreation Specialist, Natural Resource Specialist 3 (NRS3)  
Recruitment #2024-10-3347**

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

**Location: Southeast Region- Ellensburg, WA**

**Work Hours and Partial Telework flexibility may be available and considered**

**Relocation Compensation may be available and considered**

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

**Review of applications is ongoing.** We reserve the right to make a hiring decision

or close this recruitment at any time after 11/14/24. 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 Southeast Region.

Are you interested in working in a position that leaves a lasting impact on outdoor recreation in eastern Washington? Do you enjoy working in a collaborative environment? DNR is looking for a friendly, driven individual to be their **Teanaway Recreation Specialist**.

The Teanaway Community Forest demonstrates how conservation, sustainable forestry, and community partnership goals can be achieved. This beautiful 50,241-acre landscape lies at the headwaters of the Yakima Basin watershed. The state purchased the land in 2013 with funding provided by the Legislature and established Washington's first state-owned community forest. The forest contains nearly 400 miles of free-flowing streams and prime habitat for fish and wildlife. It has a history of grazing and timber harvests and offers unique recreation opportunities. The law establishing the forest set up clear goals, including maintaining and where possible expanding recreation opportunities consistent with watershed protection, for activities such as hiking, fishing, hunting, horseback riding, camping birding, and snowmobiling.

Working with the Washington Department of Fish and Wildlife (WDFW) and the Teanaway Community Forest Advisory Committee, the DNR completed the Teanaway Community Forest (TCF) Recreation Plan in 2018 to guide the future of designated recreation and public access in the TCF. The TCF Recreation Plan is currently being implemented and current or upcoming priorities include the ongoing development of a non-motorized summer trail system in the West Fork Teanaway, the development of a future scenic driving loop, and planning efforts for future campground and day-use area improvements.

The recreation plan was developed to support the five management goals of the forest while providing opportunities for activities including hiking, camping, mountain biking, horseback riding, boating, scenic driving, snowmobiling, and motorcycling, as well as fishing, hunting, and nature activities. The agencies and the advisory committee established five goals for the recreation plan:

- Ensure recreational activities and facilities are consistent with watershed protection, working lands, and habitat restoration.
- Provide a sustainable network of safe, enjoyable recreational trails.
- Evaluate the suitability of continued and/or expanded motorcycle use within the forest.
- Establish consistent law enforcement and public education presence between public agencies, user groups, and citizen volunteers.
- Support existing partnerships and promote new collaboration between public agencies, user groups, and citizen volunteers.

The individual to fill this position will be heavily involved in the implementation of this plan and will be expected to encourage people to participate in the recreation site development processes throughout the implementation phase. Collaboration with stakeholders is a key element of community forest work.

This position provides professional-level recreation expertise on DNR uplands managed for current and future citizens for the state to 1) sustain long-term ecosystem and economic viability; and 2) ensure long-term access to the forest lands and the benefits derived from them. Sustaining long-term ecosystem protection and productivity is achieved through planning, enhancing, and managing public use on state trust lands. This position helps the Southeast Region achieve its mission through strong leadership, thoughtful decision-making, and excellent planning.

## Duties

### Responsibilities:

- Implementing the Teanaway Community Forest Recreation Plan.
- Supervising and mentoring a Recreation Maintenance Mechanic.
- Independently planning, coordinating, and leading volunteer events throughout the year.
- Recruiting, screening, training, evaluating, and recognizing volunteers for their work.
- Fostering good working relations with the community and stakeholders by being transparent about our operations and consulting with the TCF Advisory Group, G5 advocacy group, adjacent landowners, and external stakeholders.
- Educating the public about sustainable recreation use, and the benefits of the community forest.
- Processing recreation permits, including environmental risk assessments, HCP compliance, Recreation Plan compliance, trails policy, policy for sustainable forests, Teanaway Forest management plan, and SEPA.
- Identifying and recommending potential grant opportunities and projects for recreational sites in the Region.
- Creating high-quality standardized GIS map products utilizing local mapping protocols and ArcGIS/SUMA in consultation with GIS specialists for external stakeholders.
- Collecting data for boundaries, streams, wetlands, leave trees, and road/trail locations utilizing various types of GPS.

## Qualifications

### Required Qualifications:

- Two years' experience working collaboratively with multiple DNR programs and other agencies OR similar land management experience.
- Two years' experience working collaboratively with volunteers, user groups, and the general public on natural resources-related recreation.

- Two years' experience working with forest-based land-use law and recreation-use law and practices such as SEPA, NEPA, Forest Practice Rules, HCP, etc.
- Two years' experience working with word processing, spreadsheet, and presentation software as well as with preparing written reports, memos, forms, and other records.
- Two years' experience supervising and evaluating employee or work crew performance, and planning and prioritizing work.
- One year of experience working with GPS equipment and knowledge of basic GIS principles.
- Working knowledge of forest management activities and State trust land responsibilities.
- Experience in public outreach and education.
- Ability to write planning documents, prepare cost estimates, supervise and coordinate design work, and negotiate with public officials and diverse agency staff.
- Ability to communicate effectively both orally and in writing.
- 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:**

- The position's assigned duty station is the Region Office in Ellensburg, WA. The large majority (67%) of work is performed alone or with a small team in isolated unimproved natural areas. The rest of the assigned work (33%) is performed in an office setting. Duty assignments will primarily be in the Teanaway Community Forest, however, depending on the needs of the District, Region, or Agency, assignments may occur throughout SE Region. Incumbent must be able to cover reasonable distances per day in the field covering moderate to difficult terrain in various weather conditions using forestry tools and equipment to conduct tasks. Incumbent must be able to ride an off-road vehicle on established easy-to-difficult multiple-use trails.
- This position regularly works independently in remote locations and drives on primitive forest roads in variable weather conditions. Overnight travel and travel to other parts of Southeast Region may occur as needed to support Region recreation program projects and collaborative work.
- 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 involving major study in outdoor recreation management or other natural resources management and two years of professional program development and management experience.
- Ability to provide presentations to the public and other agency staff.
- Familiarity with using power tools and other common trail maintenance equipment.

**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 Ben Mayberry at [Benjamin.mayberry@dnr.wa.gov](mailto:Benjamin.mayberry@dnr.wa.gov)/509-859-6363 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 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

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