

**State of Washington
Dept. of Natural Resources
invites applications for the position of:
Forest Resilience District Manager**

careers.wa.gov
Working for Washington State

SALARY: \$5,651.00 - \$7,210.00 Monthly
\$67,812.00 - \$86,520.00 Annually

OPENING DATE: 01/11/22

CLOSING DATE: 01/31/22 11:59 PM

DESCRIPTION:



WASHINGTON STATE DEPARTMENT OF
NATURAL RESOURCES



**Forest Resilience District Manager
Recruitment #2022-1-7973/7974/7975/7976**

These are Full-time, Permanent, WMS1, Non-Represented positions.

Locations: This posting is for four (4) distinct positions in four (4) different geographies: Northwest, Olympic, South Puget Sound, and Pacific Cascade Regions. Locations may be flexible within each region.

Want to join something GREAT and make a difference?

The Washington Department of Natural Resources (DNR) has an excited opportunity in each of our four Western Regions to delivery DNR's Forest Resilience Program. Are you someone who loves the outdoors and is passionate about restoring the ecology of our forest ecosystems? Do you enjoy working with diverse landowners and partners, working cross-boundary to find solutions in forest management? Are you passionate about building and growing a new program and team? Then these are the jobs for you! **The DNR's Northwest, Olympic, Pacific Cascade, and South Puget Sound Regions are seeking four (4) motivated individuals to lead our region-based forest resilience efforts and our new Service Forestry teams** – experts in private forestland management, working with landowners to deliver critical resources, educational opportunities, and more.

The Forest Resilience Division works across all lands and in the interest of all Washingtonians to sustain and increase the health and resilience of our forests and local communities, and the ecosystem services forests support for the well-being of people, communities, wildlife, and landscapes today and into the future. Specifically, the Division is responsible for the assessment, planning, coordination and implementation, and monitoring of forest health related activities across all-lands that work to restore and sustain ecological functions of Washington's forested landscapes and support healthy and resilient communities.

DNR Regions operationalize and serve as stewards of the Division's portfolio and deliver on the

agency's mission to manage, sustain, and protect the health and productivity of Washington's lands and waters to meet the needs of present and future generations. Specifically DNR regions serve as the operational arm of the agency and are responsible for the coordination, oversight, and delivery of key activities and priorities.

Our Forest Resilience District Manager is responsible for managing all forest health and resilience program field functions and staff within either the Northwest, Olympic, Pacific Cascade, or South Puget Sound region to facilitate implementation of Washington's State Forest Action Plan and RCW 76.06.200. Within each region, this position will serve as the direct supervisor for Service Forestry Program staff, providing land management advice to forest landowners and helping to assess resource conditions and forest health, identify potential problems and opportunities, determine financial assistance eligibility, assist with treatment implementation, and recommend management practices to help achieve objectives. The Service Forestry Program is responsible for educating landowners and assisting with development and implementation of management plans to guide current and future management actions.

This work of the Region is on part of DNR's One-Stop Shop for Private Lands Assistance which is a cohesive landowner services program formed by integrating existing components to more effectively reach small forest landowners by identifying and removing barriers for technical assistance, funding, and forest health management planning; increasing education and outreach to small forest landowners; and distributing funding effectively to move high wildland fire risk areas to lower risk.

This position will also work closely with Forest Resilience Division Program Managers to identify regional forest resilience targets and align regional capacity to forest health and resilience planning, monitoring, and implementation projects including (but not limited to) early detection and monitoring of insects and disease outbreaks, application of prescribed fire, invasive weeds removal, pre-sale layout for forest health driven commercial treatments, non-commercial thinning, and drought mitigation across all land ownerships.

This posting is a batch recruitment seeking to fill four (4) similar Forest Resilience District Manager vacancies, one (1) in each western region. Interest applicants can rank their location preference for the opportunity to be considered for up to four unique vacancies.

DUTIES:

Responsibilities:

- Provide leadership and serve as the direct supervisor for Service Forestry staff within the region.
- Work closely with Forest Resilience Program Managers to align regional capacity to forest health and resilience planning, monitoring, and implementing projects across all land ownerships to fulfill the strategic goals of the Washington State Forest Action Plan.
- Coordinate with Programs to create work plans and establish targets that identify when and where regional capacity can assist in implementing region-specific forest health projects such as prescribed fire, invasive species removal, riparian area restoration, assistance on federal lands, data collection and monitoring, and more.
- Manage regional delivery of the Forest Resilience Program, including the management of physical, financial and personnel resources associated with the district. Provide staff leadership and supervision to cultivate a strong and cohesive team.
- Work with the Forest Resilience Division to ensure adequate training and support is provided to program staff.
- Establish relationships and foster coordination with DNR programs outside Forest Resilience.
- Establish strong working relationships with community and shared stewardship partner organizations working with DNR to achieve forest health and resilience goals in the region including regional staff with tribes, Conservation Districts, US Forest Service, Natural Resource Conservation Service, Washington Department of Fish and Wildlife, Washington State Parks, University of Washington – Cooperative Extension, Forest Collaborative, and Fire Adapted Communities.

- Ensure all communities in the district have access to information and programs offered by the agency and its cooperators. Engages in watershed and forest health discussions that include aspects of wildland fire preparedness and planning in the district.
- Oversee and support biennial treatment targets for fuels reduction and forest health on small forest landowner parcels; ensure landowner financial assistance is distributed per agency, state, and federal requirements.
- Ensure activities are tracked and integrated into DNR's Forest Health Tracking System and new One-Stop Shop tracking tools.
- Support the development and cultivation of a new and developing regional program; develop innovative solutions to deliver forest health goals within the region.

QUALIFICATIONS:

Required Qualifications:

- Bachelor's degree in Forest Management, Natural Resources Management, or related field AND Two years of professional level experience with a demonstrated progression in leadership responsibilities land and resources management and personnel management; OR a combination of equivalent education and experience.
- Experience building partnerships.
- Experience successfully managing or administering grants, contracts, or other partnership agreements.
- Experience researching and interpreting complex laws, policies, and agreement questions from staff and external customers.
- Experience with establishing and maintaining productive working relationships, responding effectively to changing needs and priorities, efficiently allocating resources, and creating and implement program improvements.
- Knowledge of tree identification and common Pacific Northwest forest insects and disease.
- Familiarity with budget documents and tracking grants and expenditures related to the Program.
- Proficient with computers, Microsoft Office applications, and SharePoint.
- Knowledge of technical assistance or advice topics requiring advanced training, licensing, or certification.
- Experience of effective oral and written communications and can convey messages clearly and persuasively. Excellent public speaking skills.
- Experience responding to and interacting in a positive, responsive, and collaborative manner with the public and other professionals (both inter-organizational and interdisciplinary).
- Position-specific key behaviors:
 - Works well independently and effectively manages multiple tasks at different stages.
 - Organizational management – has a strong understanding and ability to organize efficiently and the ability to develop or use systems for tracking implementation and accomplishments of several complex projects.
 - Ability to prioritize multiple expectations or projects and assigned staff work.
 - Commitment to learning and continuous improvement.
 - Ability to make solid program recommendations.
 - Ability to negotiate solutions to complex issues.
- Work occurs both indoors and outdoors with the majority of the hazards in the field. Work may be performed alone in sometimes isolated unimproved areas and on forest or rangeland but may include office, field, and classroom settings. Ability to walk over steep, uneven terrain in a variety of forest environments, year-round, statewide in a variety of weather conditions is required.
- This position requires frequent travel, and occasional (3-4 times a month) overnight travel
- A valid 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.
- Public Pest Consultant and Certified Tree Farm Inspector certifications are recommended.
- DNR Core Competencies:
 - Personal Accountability

- Value Others
- Compassionate Communication
- Inspire Others
- Commitment to Excellence
- All employees of the Department of Natural Resources (DNR) are required to be fully vaccinated against COVID-19 as a condition of employment. Vaccination status will be verified at the time an offer of employment is made. An accommodation may be available for individuals who have a sincerely held religious belief or a medical reason for not receiving the COVID-19 vaccination, based on the essential functions of this position.

Our ideal candidate will also have the qualifications listed below:

- Education meets American Tree Farm Inspector eligibility requirements.
- 2 years direct supervisory experience.
- 2 years second line supervisory experience
- 2 years project management experience
- Experience with Geographic Information Systems (GIS), including ArcMap, Survey123, and Collector, and other mapping tools to document work and convey information to non-technical audiences.
- Facilitation, conflict resolution, and partnership building skills.
 - Skills in personnel management including performance, training, motivation, and coaching.
- Working knowledge of forest resiliency programs including, but not limited to: forest insects and disease, Good Neighbor Authority, prescribed fire, urban and community forestry, and forest stewardship.
- Working knowledge of the principles of shared stewardship as delivered by DNR, US Forest Service, and Washington Department of Fish and Wildlife.
- Working knowledge of state and federal programs related to fuels reduction, forest health improvement, and forest stewardship.
- Working knowledge of forestland conservation, programs, and policies; desired emphasis on non-industrial forests.
- Current knowledge of forest practices rules, forest practices board manual guidance, and DNR forest practices policies, procedures, and practices.
- Experience with forest management plan development.
- Successful history of providing technical assistance, education, and educational materials to non-professional audiences, especially forest landowners.

SUPPLEMENTAL INFORMATION:

[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. With nearly 1,500 employees in locations throughout Washington, we manage and protect more than 5 million acres of state-owned forest, range, commercial, agricultural and aquatic lands.

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 those 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 benefit 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.

Application Requirements:

- To be considered you must apply online at www.careers.wa.gov (Click on the APPLY button above). You must complete the entire online application to be considered for the position.
- Attach a letter of interest describing how your experience and qualifications relate to the position profile and the position required, desired and special requirements.
- Attach a resume describing your experience and qualifications.
- Provide three to five professional references – you may attach a document, use the References text field in the online application, or include with resume.
- Complete all supplemental questions.

Locations:

DNR's Northwest Region stretches from the northern suburbs of Seattle to the Canadian border and includes Island, San Juan, Skagit, Snohomish, and Whatcom counties. This region of mountains, valleys, islands, and Puget Sound shorelines features Blanchard Mountain, Lake Whatcom, Walker Valley, Cypress Island, and the Sultan Basin landscapes. The region has 1 million acres of state and private forestland. **Within the Northwest (NW) region, this position will be located in Sedro-Woolley, WA**, but may also be negotiated to Granite Falls, Arlington, or Deming, WA and will be encouraged for partial or primary telework. **Questions contact:** Kevin Killian, Assistant Regional Manager at 360-708-7800, kevin.killian@dnr.wa.gov.

From stunning Pacific Ocean beaches to rain forest valleys, **DNR's Olympic Region** includes the counties of Clallam, Jefferson, and the northwest portion of Grays Harbor. The region includes 371,000 acres of state forest, agriculture, urban, and conservation lands, including the Olympic Experimental State Forest. **Within the Olympic (OLY) region, this position will be located in Port Angeles, WA**, but may also be negotiated to Forks, WA and will be encouraged for partial or primary telework. **Questions contact:** Bryan Suslick, Assistant Regional Manager at 360-640-8246, bryan.suslick@dnr.wa.gov.

Stretching from the Pacific Ocean to the Cascade Mountains, **DNR's Pacific Cascade Region** includes the widely diverse counties of Lewis, Pacific, Wahkiakum, Cowlitz, Clark and Skamania, along with southeast Grays Harbor. Unique to the region are the scenic Columbia River Gorge, Mount St. Helens volcano, Yacolt Burn State Forest, and Toutle Ridge. The Pacific Cascade region includes 480,000 acres of state forest, agriculture, and urban and conservation lands, and the staff oversee forest practices on 3.5 million acres of state and private forest land. **Within the Pacific Cascade (PC) region, this position will be located in Castle Rock, WA**, but may also be negotiated to Chehalis, Meno, Naselle, Battle Ground or North Bonneville, WA and will be encouraged for partial or primary telework. **Questions contact:** Bob Johnson, Assistant Regional Manager at 360-523-3290, bob.johnson@dnr.wa.gov.

DNR's South Puget Sound Region covers King, Pierce, Kitsap, Mason, Thurston, and parts of Snohomish, Lewis and Grays Harbor counties. Sitting between the central Cascades and the Olympic Mountains, this region is trisected north and south by Puget Sound, Hood Canal, and Lake Washington, and includes the popular Tahoma, Elbe Hills, Capitol, Green Mountain, Tahuya and Tiger Mountain state forests. The region includes 359,524 acres of state forest, agriculture, urban, and conservation lands, and the staff oversee forest practices on approximately 2.5 million acres of state and private forestland. South Puget Sound Region also manages over 37,776 acres of conservation lands, including Mount Si and Woodard Bay Natural Resources Conservation Areas. **Within the region, this position will be located in Enumclaw, WA**, but may also be negotiated

to Shelton or Belfair, WA and will be encouraged for partial or primary telework. **Questions contact:** Don Melton, Assistant Regional Manager at 253-350-0019, don.melton@dnr.wa.gov.

Additional Information:

Due to the COVID-19 pandemic, telework (mobile-work) is expected for most office activities. When approved to return, staff are expected to report to their assigned duty station for work activities or may be approved for telework based on DNR's telework policy.

This recruitment may be extended and may also be used to fill future similar vacancies for up to sixty (60) days.

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. We thank you and are grateful for your service!

Persons needing accommodation during the screening process or this announcement in an alternative format may contact DNR Recruiting staff at (360) 522-2500 or (360) 522-0143 or by email at DNRrecruiting@dnr.wa.gov. Those with a hearing impairment in need of accommodation are encouraged to contact the Washington State Telecommunications Relay Service (TRS) at 1-800-833-6388 or www.washingtonrelay.com.

DNR is an Equal Opportunity Employer and prohibits discrimination and harassment of any kind.

Check us out on: [DNR's website](#) | [Facebook](#) | [Twitter](#) | [Instagram](#) | [YouTube](#) | [WordPress](#)

Questions? E-mail us at DNRrecruiting@dnr.wa.gov

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.

Forest Resilience District Manager Supplemental Questionnaire

- * 1. Please describe what interests you about the Department of Natural Resources.
- * 2. Please describe what a diverse and inclusive work environment means to you.
- * 3. Do you have a bachelor's degree in Forest Management, Natural Resources Management, or related field AND Two years of professional level experience with a demonstrated progression in leadership responsibilities land and resources management and personnel management; OR a combination of equivalent education and experience?
 - Yes
 - No
- * 4. Do you have experience building partnerships?
 - Yes
 - No
- * 5. Do you have experience successfully managing or administering grants, contracts, or other partnership agreements?
 - Yes
 - No

- * 6. Do you have experience researching and interpreting complex laws, policies, and agreement questions from staff and external customers?
 - Yes
 - No
- * 7. Do you have experience with establishing and maintaining productive working relationships, responding effectively to changing needs and priorities, efficiently allocating resources, and creating and implement program improvements?
 - Yes
 - No
- * 8. Are you proficient with computers, Microsoft Office applications, and SharePoint?
 - Yes
 - No
- * 9. Do you have experience of effective oral and written communications and can convey messages clearly and persuasively including excellent public speaking skills?
 - Yes
 - No
- * 10. Do you have experience responding to and interacting in a positive, responsive, and collaborative manner with the public and other professionals (both inter-organizational and interdisciplinary)?
 - Yes
 - No
- * 11. Do you have a valid driver's license and at least two years of driving experience?
 - Yes
 - No
- * 12. Please select the locations you are applying for from below:
 - Northwest Region, Sedro-Woolley
 - Olympic Region, Port Angeles
 - Pacific Cascade Region, Castle Rock
 - South Puget Sound Region, Enumclaw
- * 13. For the four (4) positions, please rank which locations you are applying for in order of highest (1) to lowest (4) preference. You may rank multiple locations at the same preference level.
- * 14. Where did you hear about this job posting?
 - www.dnr.wa.gov
 - www.careers.wa.gov
 - WA WorkSource office or WorkSourceWA.com
 - Governmentjobs.com
 - Monster
 - Indeed
 - LinkedIn
 - Twitter
 - College/university website/career fair
 - Handshake
 - Newspaper
 - Direct Email Notification
 - Statewide Employee Business Resource Groups (BRG)
 - Professional/Personal Network
 - Job Board
 - Job Fair
 - ZipRecruiter

DiveristyJobs

Other (please specify below)

- * 15. If you answered "other" to the previous question, please specify how you learned of this employment opportunity in the space below.

* Required Question