State of Washington
Dept. of Fish and Wildlife
invites applications for the position of:

SCIENTIFIC TECHNICIAN 3 *08835H

**SALARY:** $2,873.00 - $3,740.00 Monthly

**OPENING DATE:** 09/04/15

**CLOSING DATE:** 09/13/15 11:59 PM

**DESCRIPTION:**

The Washington Department of Fish and Wildlife (WDFW) is dedicated to protecting native fish and wildlife, and providing sustainable fishing, hunting and wildlife viewing opportunities for millions of residents and visitors. Working throughout the state, WDFW's employees—field biologists, enforcement officers, land stewards, lab technicians, customer service representatives and others—manage hundreds of fish and wildlife species, maintain nearly a million acres of public wildlife lands, provide opportunities for recreational and commercial fishing, wildlife viewing and hunting, protect and restore habitat and enforce laws that protect fish and wildlife resources. Find out more about us and the important work we are a part of at [www.wdfw.wa.gov](http://www.wdfw.wa.gov).

**Scientific Technician 3**
*(Non-Permanent, Full Time)*

The Department of Fish and Wildlife is recruiting to fill one (1) full time, non-permanent, Scientific Technician 3 field position located in the Habitat Program. The duty station is in the Natural Resources Building, Olympia, Thurston County.

This non-permanent position supports and supervises field research surveying off-channel wetlands in the Chehalis River floodplain for seasonal use patterns (ingress and egress) of native and nonnative fish and amphibians. The sampling is a segment of the Dam Impacts Study documenting biotic species distribution & use in off-channel habitats. Data from this study will inform enhancement options, potential dam impacts, and watershed plan development in the Chehalis River Basin.

This position duration is 12 months with a possible extension pending funding up to 18 months. Anticipated start date October 1 2015, through September 30 2016. The workweek will be Monday through Thursday, 7 AM to approximately 5:00 PM. While the duty station is in Olympia, fieldwork occurs throughout the Chehalis River Basin and employees can expect to spend approximately 75% of their time in the field (4 days/week) returning daily to Olympia.

**DUTIES:**

Field survey activities:

- Supervising a field crew of 1 to 3 technicians surveying off-channel wetlands for fish and amphibians
Hikes off-trail sometimes through dense vegetation up and down steep slopes and through harvested areas or wetlands
- Collects data with hand held computers, geographic positioning systems and digital cameras and assists with offloading data in the office.
- Gather, code, classify and enter in to computer applications raw data, whether collected by one’s self, other technicians or biologists, or volunteers.
- Using logic, knowledge of the project area, and established quality control methods, evaluate data for completeness, reasonableness, reliability, accuracy, consistency, and comparability with other data.
- Identify questionable data, contacts data collector and edits or updates data as needed.
- Works closely with private landowners while surveying their property
- Training of field crews on survey protocols and identification of fish and amphibians
- Vehicle and Equipment maintenance

Office tasks:
- Offload field data collection equipment
- Data QA/QC using Excel or other database systems
- GIS mapping of field sites and data collected

QUALIFICATIONS:
Education: Graduation from high school or a GED, including one year of high school science or a Bachelor's Degree in Natural Resources or Environmental Sciences.
Professional*: Four (4) years of experience as a Scientific Technician or Four (4) years of laboratory or field experience as an assistant to a health or safety professional, biologist, chemist, or zoologist
Licenses: Valid Washington State or other state Driver’s License
Competencies: Knowledge, experience, and/or fluency with: principles and procedures of biological research; standard laboratory and field methods; fish, wildlife, and habitat ecology.
Ability to: Think critically; conduct field surveys; collect, record, and compile data meticulously; perform work in a safe manner; work independently and as part of a team; accept supervision and supervise; follow prescribed protocols and procedures; follow oral and written direction; operate field equipment (e.g. geographic positioning system, digital camera, iPad’s) to collect data; develop and maintain positive, productive, respectful working relationships with coworkers and collaborators; show the competence and confidence to make independent judgments in the field about sampling protocols; perform a variety of outdoor work in inclement weather; tolerance for difficult field conditions including working in recent clear cuts, wetlands and driving on logging roads.
Knowledge of: Microsoft Word, Excel, Windows and ArcGIS required

Preferred/Desired Qualifications:
Three years of professional experience conducting field work and supervising an aquatics field crew, preferably in the Pacific Northwest; familiarity with lentic habitats associated with stream systems especially those in alluvial floodplains; knowledge of principles and procedures of biological research; familiarity with the use of iPad’s or other devices for collecting data in the field; experience with Microsoft Word and Excel and familiarity with Windows driven computer programs; ability to encourage and maintain team cohesiveness; ability to act safely and decisively in the field; ability to adapt to challenges in order to complete project objectives.

Experience is based on full time equivalency (i.e., 40 or more hours/week). Part time work is prorated (e.g., 20 hours/week for 6 years = 3 years of experience).
*College course work involving major study in biology, zoology, fisheries, chemistry, natural sciences, or closely allied field will substitute, year for year, for experience, provided course work includes at least six semester or nine quarter hours of natural science classes.

SUPPLEMENTAL INFORMATION:
Working Conditions
Perform a variety of outdoor work in inclement weather; tolerance for difficult field conditions including working in recent clear cuts, muddy wetlands and driving/navigating on logging roads. While in the field, hiking off-trail through dense vegetation and up and down steep slopes may be required. Field work requires that sometime be spent on hands and knees, also bending and walking or crawling through dense understory, muddy river
floodplains, and woody debris. This position can be physically demanding and inclement weather should be expected. The incumbents must be comfortable navigating throughout undeveloped landscapes on foot and through densely vegetated wetlands over downed trees, wood and mud to reach survey locations.

Union
This position is covered by a collective bargaining agreement between the State of Washington, Department of Fish & Wildlife, and the Washington Association of Fish and Wildlife Professionals (WAFWP). As a condition of employment you must either join the union and pay union dues, or pay the union a representational or other fee within 30 days of the date you are put into pay status.

How to Apply:
To apply for this position you MUST complete your profile at www.careers.wa.gov and attach the following to your profile before completing the online application:

- A cover letter describing how you meet the qualifications of this position (generic cover letter will not be accepted)
- A current resume (please make it succinct)
- Three professional references (personal references do not count as professional)

Please note: Failure to follow the above application instructions will lead to disqualification. E-mailed documents will not be accepted in lieu of attaching your documents to the online profile.

Upon submission of your online application, you will immediately receive a confirming e-mail. You will then be notified via e-mail of your status during the process. In addition to the e-mail notifications, you can check the status of your application at any time by visiting your online profile at www.careers.wa.gov. Due to the high volume of applications that we receive, we ask your understanding and encourage you to use the online process and avoid calling for information.

The Department of Fish and Wildlife 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, disabled and Vietnam era veterans and people of all sexual orientations and gender identities are encouraged to apply. Persons needing accommodation in the application process or this announcement in an alternative format may call (360) 902-2276 or the Telecommunications Device for the Deaf (TDD) at (800) 833-6388.

SCIENTIFIC TECHNICIAN 3 *08835H Supplemental Questionnaire

* 1. What best describes your level of education:
   - High School or GED
   - Associate's degree
   - Bachelor's degree
   - Master's degree
   - None of the above

* 2. Have you successfully completed college level coursework in biology, wildlife, or zoology?
   If yes, please provide the course title(s) and whether they included a lab. If no, please enter N/A. Answering No or N/A will not automatically bar you from consideration.

* 3. What is your major area of study? If multiple degrees, please list each degree and major.

* 4. What best describes your field biology experience? Experience is based on full time equivalency (i.e., 40 or more hours/week). Part time work is prorated (e.g., 20 hours/week for 6 years = 3 years of experience). Do not count experience that was a part of your educational requirements.
5. What best describes your field biology experience? Experience is based on full time equivalency (i.e., 40 or more hours/week). Part time work is prorated (e.g., 20 hours/week for 6 years = 3 years of experience). Do not count experience that was a part of your educational requirements.

- I have less than 12 months of experience.
- I have 12 – 23 months of experience.
- I have 24 – 35 months of experience.
- I have 36 – 47 months of experience.
- I have 48 or more months of experience.
- None of the above

6. Are you willing and able to work in all weather conditions, including snow and extreme heat, and/or over difficult terrain including slippery rocks, steep banks and mud?

- Yes
- No

7. Are you willing and able to perform work requiring you to carry up to 30 pounds?

- Yes
- No

8. What best describes your experience with using a GPS receiver? (check all that apply).

- I have never used a GPS receiver.
- I have used a GPS unit to record a geographic position and/or to navigate to a point.
- I have used a GPS receiver to collect location data and download it to a computer.
- I am an expert in the use of GPS receivers and have trained others in their use.

9. Please briefly describe your experience conducting field surveys and collecting data. Include the type of survey conducted, the data collected, and where and how you obtained this experience.

10. Are you willing to travel up to 200 miles each day to survey locations?

- Yes
- No

11. Have you ever been convicted of a misdemeanor or felony within the last ten (10) years? (Answering yes will not automatically bar you from employment)

- Yes
- No

12. Do you have a valid Washington State, or other state, driver's license? (If selected for an interview, you may be asked to furnish your license and driving record.)

- Yes
- No

13. Please verify that you have included the following information in your online application:
   1) A chronological resume OR a completed online profile that includes education and employment history
   2) A detailed cover letter describing how you meet the qualifications for this position.
   3) Detailed responses to all supplemental questions.
   4) Three professional references.
☐ Yes  ☐ No

* Required Question