

# Environmental Complaint Investigator (Environmental Specialist 4) (In-Training)

# APPLY

**Salary**

\$55,872.00 - \$73,260.00 Annually

**Location**

Thurston County – Lacey, WA

**Job Type**

Full Time - Permanent

**Remote Employment**

Flexible/Hybrid

**Department**

Dept. of Ecology

**Job Number**

2022-TCP2133-14295

- DESCRIPTION
- BENEFITS
- QUESTIONS

**Description**

DEPARTMENT OF  
**ECOLOGY**  
State of Washington

Per Governor Inslee's [Proclamation 21-14.2 \(Download PDF reader\)](#), Washington State employees must be fully vaccinated against COVID-19. As a condition of employment, the successful candidate will be required to provide proof of their COVID-19 vaccination as part of the hiring process, prior to their start date.

Requests for medical and religious exemptions will be considered. If you have questions, please contact [Careers@ecy.wa.gov](mailto:Careers@ecy.wa.gov) with "**COVID-19 vaccination**" in the subject line.

### **Keeping Washington Clean and Evergreen**

The [Toxics Cleanup Program](#) (TCP) within the Department of Ecology is looking to fill an **Environmental Complaint Investigator (Environmental Specialist 4) (In-Training)** position. This position is located in our **Southwest Region Office (SWRO)** in [Lacey, WA](#). Upon hire, you must live within a commutable distance from the duty station.

As the SWRO Environmental Complaint Investigator, you will be responsible for responding to, investigating, evaluating, and reporting on complaints of potentially contaminated sites. You will additionally perform Site Hazard Assessments (SHAs) of contaminated sites where you will use site data and information to evaluate the potential risk to human health and the environment.

**Program Mission:** The mission of the Toxics Cleanup Program (TCP) is to protect Washington's human health and the environment by preventing and cleaning up pollution and supporting sustainable communities and natural resources for the benefit of future and current generations.

**During Healthy Washington Roadmap to Recovery**, employees are working a combination of in-office and/or telework based on position and business need. Ecology is following current state guidance regarding mask requirements, health screening questions before entry, and social distancing. Looking ahead, Ecology has recently updated the agency policies on telework and flexible and compressed work schedules. Applicants with questions about position location options, telework, and flexible or compressed schedules are encouraged to reach out to the contact person listed below in "other information."

**Application Timeline:** This position will remain open until filled, with an initial screening date of **October 21, 2022**. In order to be considered for initial screening, please submit an application on or before **October 20, 2022**. The agency reserves the right to make an appointment any time after the initial screening date.

### **About the Department of Ecology**

Protecting Washington State's environment for current and future generations is what we do every day at Ecology. We are a culture that is invested in making a difference. Join a team that is highly effective and collaborative, with leadership that embraces the value of people.

Ecology cares deeply about employee wellness; we go beyond traditional benefits, proudly offering:

- A healthy life/work balance by offering flexible schedules and telework options for most positions.
- An Infants at Work Program that is based on the long-term health values of infant-parent bonding and breastfeeding newborns.
- Continuous growth and development opportunities.
- A wellness program that offers education, fitness classes, and an agency-wide fondness for outdoor meetings.
- Opportunities to serve your community and make an impact through meaningful work.

### **Our commitment to DEIR**

**Diversity, equity, inclusion, and respect (DEIR)** are core values central to Ecology's work. We strive to be a workplace where we are esteemed for sharing our authentic identities, while advancing our individual professional goals and collaborating to protect, preserve, and enhance the environment for current and future generations.

**Diversity:** We celebrate and appreciate diversity; our unique perspectives and abilities enrich us all and lead to innovative approaches and solutions.

**Equity:** We champion equity, recognizing that each of us need different things to thrive.

**Inclusion:** We intentionally create and hold space so that we all have meaningful opportunities to participate and contribute to Ecology's work.

**Respect:** We treat each other with respect and dignity, acknowledging the inherent worth of our diverse perspectives and lived experiences, even in times of uncertainty and disagreement.

We believe that DEIR is both a goal and an action. We are on a journey, honoring our shared humanity and taking steps to demonstrate our commitment to a vision where each of us is heard, seen, and valued.

### **Duties**



### **What makes this role unique?**

Join us in protecting human health and the environment while serving and educating the public. As Environmental Complaint Investigator, you will implement Washington State's cleanup law, the Model Toxics Control Act, while working with internal and external partners. You will be serving on the front-line in a field-focused role, responding to reports of contamination.

### **What you will do:**

- Perform initial investigations on complaints of potentially contaminated sites, including gathering information from the complainant, traveling to the site and completing a physical investigation, collecting samples, evaluating site conditions.
- Prepare written investigative reports summarizing site activities, observations and analytical sampling results.
- Update site information to various agency databases on findings throughout investigation process.
- Take lead in coordinating and conducting cross-program/multi-disciplinary inspections. Provide high quality technical assistance when needed.
- Prepare letters, memos, technical reports, bulletins, or other documents as needed.
- Drive a state vehicle for field visits within Ecology's Southwest Region.
- Other duties as assigned.

### **Qualifications**

**This is an In-Training position.** The goal class for this position is Environmental Specialist 4 (ES4). We will consider applicants who meet the requirements for the Environmental Specialist 2 or 3 levels. If the finalist meets the requirements for the ES2 or ES3 level, then they will be hired as an ES2 or ES3 and will be placed in a training program to become an ES4 within a specified period of time.

**Required Qualifications:**

Experience for both required and desired qualifications can be gained through various combinations of formal professional employment, educational and volunteer experience. See below for how you may qualify.

**At the Environmental Specialist 2 level: Pay Range 45 (\$3,650 - \$4,777 monthly) (In-Training)**

**A total of five years of experience and/or education as described below:**

- **Professional experience in:** environmental analysis or control, or environmental planning.
- **Education involving:** major study in environmental, physical, or one of the natural sciences, environmental planning, or other allied field.

<b>Possible Combinations</b>	<b>College credit hours or degree - as listed above</b>	<b>Years of professional level experience - as listed above</b>
Combination 1	No college credit hours or degree	5 years of experience
Combination 2	I have 30-59 semester or 45-89 quarter credits.	4 years of experience
Combination 3	I have 60-89 semester or 90-134 quarter credits (AA degree).	3 years of experience
Combination 4	I have 90-119 semester or 135-179 quarter credits.	2 years of experience
Combination 5	A Bachelor's Degree	1 year of experience
Combination 6	A Master's Degree or higher	0 years of experience

**OR**

One year of experience as an Environmental Specialist 1, at the Department of Ecology.

**At the Environmental Specialist 3 level: Pay Range 49 (\$4,013 - \$5,268 monthly) (In-Training)**

**A total of six years of experience and/or education as described below:**

- **Professional experience in:** environmental analysis or control, or environmental planning.
- **Education involving:** major study in environmental, physical, or one of the natural sciences, environmental planning, or other allied field.

<b>Possible Combinations</b>	<b>College credit hours or degree - as listed above</b>	<b>Years of professional level experience - as listed above</b>
Combination 1	No college credit hours or degree	6 years of experience
Combination 2	I have 30-59 semester or 45-89 quarter credits.	5 years of experience

Combination 3	I have 60-89 semester or 90-134 quarter credits (AA degree).	4 years of experience
Combination 4	I have 90-119 semester or 135-179 quarter credits.	3 years of experience
Combination 5	A Bachelor's Degree	2 years of experience
Combination 6	A Master's Degree	1 year of experience
Combination 7	A Ph.D.	0 years of experience

**OR**

One year of experience as an Environmental Specialist 2, at the Department of Ecology.

**At the Environmental Specialist 4 level: Pay Range 55 (\$4,656-\$6,105 monthly)**  
**Goal Class**

**A total of nine years of experience and/or education as described below:**

- **Professional experience in:** environmental analysis or control, or environmental planning.
- **Education involving:** major study in environmental, physical, or one of the natural sciences, environmental planning, or other allied field.

<b>Possible Combinations</b>	<b>College credit hours or degree - as listed above</b>	<b>Years of professional level experience - as listed above</b>
Combination 1	No college credit hours or degree	9 years of experience
Combination 2	I have 30-59 semester or 45-89 quarter credits.	8 years of experience
Combination 3	I have 60-89 semester or 90-134 quarter credits (AA degree).	7 years of experience
Combination 4	I have 90-119 semester or 135-179 quarter credits.	6 years of experience
Combination 5	A Bachelor's Degree	5 years of experience
Combination 6	A Master's Degree	3 year of experience
Combination 7	A Ph.D.	2 years of experience

**OR**

Two years of experience as an Environmental Specialist 3, at the Department of Ecology.

**Special Requirements/Conditions of Employment:**

- Valid driver's license
- Successful completion of an initial 40-hour hazardous materials training within the first six months of employment and successful completion of an annual 8-hour refresher course.

### **Desired Qualifications:**

We highly encourage you to apply even if you do not have some (or all) of the desired experience below.

- Ability to research, evaluate, and draw conclusions from data; support recommendations with facts and analysis; interpret and apply rules, laws, policies, and procedures.
- Ability to partner with clients to identify and resolve complex or sensitive issues.
- Experience in cleanup site management.
- Familiarity with the Model Toxics Control Act (MTCA) cleanup regulation

**Note:** Having some (or all) of this desired experience may make your application more competitive in a highly competitive applicant pool.

### **Supplemental Information**

Ecology seeks diverse applicants: We view diversity, equity, inclusion, and respect through a broad lens including race, ethnicity, class, age, religion, sexual orientation, gender identity, immigration status, military background, language, education, life experience, physical disability, neurodiversity, and intersectional identities. Qualified candidates from all backgrounds are encouraged to apply.

Need an Accommodation in the application and/or screening process or this job announcement in an alternative format?

- Please call: (360) 407-6186 or email: [careers@ecy.wa.gov](mailto:careers@ecy.wa.gov) and we will be happy to assist.
- If you are deaf or hard of hearing you can reach the Washington Relay Service by dialing 7-1-1 or 1-800-833-6388.
- If you need assistance applying for this job, please e-mail [careers@ecy.wa.gov](mailto:careers@ecy.wa.gov). Please do not send an email to this address to follow-up on the status of your application. You can view the latest status of your application on your profile's main page.
- If you are reading this announcement in print format, please enter the following URL to your search engine to apply: <https://ecology.wa.gov/About-us/Get-to-know-us/Jobs-at-Ecology>.

### **Application Instructions:**

It's in the applicant's best interest to submit all of the documents listed below. Applications without these documents may be declined.

- A cover letter describing why you are interested in this position.
- A resume outlining your experience and education (if applicable) as it relates to the minimum qualifications of this position.
- Three professional references.

Please do NOT include your salary history. Wage/salary depends on qualifications or rules of promotion, if applicable.

For Your Privacy:

When attaching documents to your application (such as Resume, Cover Letter, Transcripts, DD-214, etc.):

- Please be sure to remove private information such as your social security number, date of birth, etc.
- Do not attach documents that are password-protected, as these documents may not be reviewed and may cause errors within your application when downloaded.

Additional Application Instructions for Current Ecology Employees:

Please make sure to answer the agency-wide questions regarding permanent status as a classified employee within the Washington General Service or Washington Management Service. Do not forget to select Department of Ecology as a response to question 2, and type your personnel ID number for question 3. If you are not sure of your status or do not know your personnel ID number, please contact Human Resources.

Application Attestation:

The act of submitting application materials electronically is considered affirmation that the information is complete and truthful. The state may verify this information and any untruthful or misleading answers are cause for rejection of your application or dismissal if employed.

Other Information:

If you have specific questions about the position, please email **Tim Mullin** at: **[Tim.Mullin@ecy.wa.gov](mailto:Tim.Mullin@ecy.wa.gov)**. Please do not contact **Tim** to inquire about the status of your application.

To request the full position description: email [careers@ecy.wa.gov](mailto:careers@ecy.wa.gov)

**Why work for Ecology?**

As an agency, our mission is to protect, preserve and enhance Washington's



environment for current and future generations. We invest in our employees to create and sustain a working environment that encourages creative leadership, effective resource management, teamwork, professionalism, and accountability.

Joining Ecology means becoming a part of a team committed to protecting and restoring Washington State's environment. A career in public service allows you to help solve some of the most challenging problems facing our state, while keeping your health and financial security a priority. We combine one of the most competitive benefits packages in the nation with a strong commitment to life/work balance.

Ecology employees may be eligible for the following:

[Medical/Dental/Vision for employee & dependent\(s\)](#), [Public Employees Retirement System \(PERS\)](#), [Vacation, Sick, and other Leave\\*](#), [11 Paid Holidays per year\\*](#), [Public Service Loan Forgiveness](#), [Tuition Waiver](#), [Long Term Disability](#) & [Life Insurance](#), [Deferred Compensation Programs](#), [Dependent Care Assistance Program \(DCAP\)](#), [Flexible Spending Arrangement \(FSA\)](#), [Employee Assistance Program](#), [Commuter Trip Reduction Incentives \(Download PDF reader\)](#), [Combined Fund Drive](#), [SmartHealth](#) \*See the Benefits tab in this announcement for more information

Student debt: how working for Ecology can help

The Department of Ecology is a qualifying employer for the Public Service Forgiveness Program (PSLF). See <https://studentaid.ed.gov/sa/repay-loans/forgiveness-cancellation/public-service> for more details.

To learn more about The Department of Ecology, please visit our website at [www.ecology.wa.gov](http://www.ecology.wa.gov) and follow, like or visit us on [LinkedIn](#), [Twitter](#), [Facebook](#), [Instagram](#) or our [blog](#).

Collective Bargaining: This is a position covered by a bargaining unit for which the Washington Federation of State Employees (WFSE) is the exclusive representative.

Equal Opportunity Employer: The Washington State Department of Ecology 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) 407-6186. Applicants who are deaf or hard of hearing may call the Washington Relay Service by dialing 7-1-1 or 1-800-833-6388.

**Note:** This recruitment may be used to fill other positions of the same job classification across the agency. Once all the position(s) from the recruitment announcement are filled, the recruitment may only be used to fill additional open positions for the next sixty (60) days.