

# Stormwater Project Specialist (Environmental Specialist 3) (In-Training)

**APPLY**

**Salary**

\$37,152.00 - \$64,788.00 Annually

**Location**

Thurston County – Lacey, WA

**Job Type**

Full Time - Permanent

**Remote Employment**

Flexible/Hybrid

**Department**

Dept. of Ecology

**Job Number**

2023-WQ4645-04270

**Closing**

Continuous

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**Description**





## Keeping Washington Clean and Evergreen

The **Water Quality Program** within the Department of Ecology is looking to fill a **Stormwater Project Specialist (Environmental Specialist 3) (In-Training)** position. This position is located in our **Headquarters Office** in [Lacey, WA](#). Upon hire, you must live within a commutable distance from the duty station.

Do you want to solve real-world/on-the-ground water quality problems? Do you have experience in planning, designing, constructing, or maintaining green infrastructure or other public projects?

Come join the Ecology Stormwater Action Team (SWAT). The statewide SWAT team works in partnership with local governments to fund and implement stormwater quality, green infrastructure, and low-impact development projects.

As a Stormwater Project Specialist, you will develop relationships with local governments and provide guidance as they develop project proposals and participate in the Water Quality Combined Funding Program application evaluation process.

In addition to providing technical assistance to funding recipients, a Stormwater Project Specialist works with a team to develop funding agreements, monitor project process, and provide general oversight to ensure that funded projects comply with state and federal funding guidelines and achieve a high level of water quality benefit.

**Note:** This position offers a career path and on-the-job training. This position allows you to progress through the **Environmental Specialist (ES)** field and achieve the goal class of an **ES3**. Candidates will be considered at the **ES1**, **ES2** and **ES3** levels, depending on their qualifications. For salary levels for each, please see the qualifications section.

The mission of the Water Quality Program is to protect and restore Washington's water to sustain healthy watersheds and communities. Our work ensures that state waters support beneficial uses including recreational and business activities, supplies for clean drinking water, and the protection of fish, shellfish, wildlife, and public health.

**Tele-work options for this position:** This position will be eligible for up to a 90% tele-work schedule. Applicants with questions about position location options, tele-work, and flexible or compressed schedules are encouraged to reach out to the contact person listed below in “other information.” Schedules are dependent upon position needs and are subject to change.

**Application Timeline:** This position will remain open until filled, with an initial screening date of April 17, 2023. In order to be considered for initial screening, please submit an application on or before **April 16, 2023**. The agency reserves the right to make an appointment any time after the initial screening date.

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, Commute Trip Reduction Incentives(Download PDF reader), Combined Fund Drive, SmartHealth \*[Click here for more information](#)

## **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. To learn more, check out our [Strategic Plan](#).

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.
- 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?

As a Stormwater Project Specialist, you will be part of a supportive and collaborative team that works together to provide each member with the tools, skills, and support they need to effectively partner with local governments in the selection and implementation of high value water quality improvement projects.

In this role, you will build relationships with local stormwater and capital construction managers and help them navigate a wide array of project implantation challenges including managing funding, preserving cultural resources, addressing equity and sustainability concerns, and ensuring that constructed projects provide a high level of water quality benefit.

### What you will do:

- Coordinate with Ecology project teams and local government project managers to monitor project progress on Ecology-funded stormwater quality projects. This includes review and tracking of quarterly reports, payment requests, and project deliverables and performing site visits.
- Ensure that funded projects maintain compliance with funding agreement terms, funding program guidelines, agency policy, and state and federal funding program requirements.
- Assist with the negotiation of new funding agreements. Incorporate input from project evaluators, Ecology engineers, financial management staff, and other Ecology subject matter experts during the agreement negotiation process and throughout the life of the project.
- Actively participate in, and contribute to, the internal Stormwater Action Team (SWAT) and Financial Management Section efforts to improve and streamline program processes, develop program guidance, fill knowledge gaps, and train new staff.

## Qualifications

**This is an In-Training Position.** The goal class for this position is an Environmental Specialist 3 (ES3). We will consider applicants who meet the requirements for the ES1, ES2 and ES3 levels. If the finalist meets the requirements for the ES1 or ES2 level, they will be hired in at that level and will be placed into a training program to become an ES3 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 1 level: Pay Range 38 (\$3,096 - \$4,117 monthly) (in-training)**

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

- **Professional experience in:** environmental analysis or control, or environmental planning. Experience may include a combination of the following:
  - Investigating environmental complaints or violations.
  - Performing inspections or field investigations.
  - Planning, developing, and conducting data collection, and analyzing the results.
  - Assisting businesses with regulatory requirements, including explaining options for coming into compliance.

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

All experience and education combinations that meet the requirements for this position:

<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	4 years of experience
Combination 2	I have 30-59 semester or 45-89 quarter credits.	3 years of experience
Combination 3	I have 60-89 semester or 90-134 quarter credits (AA degree).	2 years of experience
Combination 4	I have 90-119 semester or 135-179 quarter credits.	1 years of experience
Combination 5	A Bachelor's Degree	no experience

**At the Environmental Specialist 2 level: Pay Range 45 (\$3,650 - \$4,892 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. Experience may include a combination of the following:
  - Investigating environmental complaints or violations.
  - Performing inspections or field investigations.
  - Planning, developing, and conducting data collection, and analyzing the results.
  - Assisting businesses with regulatory requirements, including explaining options for coming into compliance.
- **Education involving:** major study in environmental, physical, or one of the natural sciences, environmental planning, or other allied field.

All experience and education combinations that meet the requirements for this position:

<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	no 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 - \$5,399 monthly) Goal Class**

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

- **Professional experience in:** environmental analysis or control, or environmental planning. Experience may include a combination of the following:
  - Investigating environmental complaints or violations.
  - Performing inspections or field investigations.
  - Planning, developing, and conducting data collection, and analyzing the results.
  - Assisting businesses with regulatory requirements, including explaining options for coming into compliance.
- **Education involving:** major study in environmental, physical, or one of the natural sciences, environmental planning, or other allied field.

All experience and education combinations that meet the requirements for this position:

<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.	no experience

**OR**

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

**Desired Qualifications:**

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

- Experience or education in the principles of urban stormwater management.
- Experience in capital project planning or implementation.
- Project management experience.
- Experience working with local governments.
- Experience in funding program or regulatory compliance.
- Experience working in a team environment to implement a project or program.
- Ability to quickly adapt to new technology and operate effectively in a virtual working environment.

**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.

Per Governor Inslee's [Directive 22-13.1](#), state employees must be fully vaccinated effective November 4, 2022. Providing proof of being fully vaccinated is a condition of employment and your vaccine status will be verified prior to starting work. Being fully vaccinated means two weeks after you have received the second dose in a two-dose series of a COVID-19 vaccine or a single-dose COVID-19 vaccine authorized for emergency use, licensed or otherwise authorized or approved by the U.S. Food and Drug Administration or listed for emergency use or otherwise approved by the World Health Organization. If you have questions, please contact [Careers@ecy.wa.gov](mailto:Careers@ecy.wa.gov) with "**COVID-19 vaccination**" in the subject line.

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 **Jessica Schwing** at: [Jessica.Schwing@ecy.wa.gov](mailto:Jessica.Schwing@ecy.wa.gov) . Please do not contact Jessica 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.

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.