

# Litter Coordinator (Natural Resource Specialist 5)

**APPLY**

**Salary**

\$65,748.00 - \$88,416.00 Annually

**Location**

Thurston County – Lacey, WA

**Job Type**

Full Time - Permanent

**Remote Employment**

Flexible/Hybrid

**Job Number**

2023-SWM0359-07454

**Department**

Dept. of Ecology

**Division**

Solid Waste Management

**Opening Date**

06/06/2023

**Closing Date**

Continuous

**Salary Information**

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

- DESCRIPTION
- BENEFITS
- QUESTIONS

**Description**



DEPARTMENT OF  
**ECOLOGY**  
State of Washington

The salary listed above includes the scheduled 4% general salary increase effective 7/1/2023.

### Keeping Washington Clean and Evergreen

The **Solid Waste Management** (SWM) program is looking to fill a **Litter Coordinator (Natural Resource Specialist 5)** position. This position is located in our **Southwest Region Office** in Lacey, WA. Upon hire, you must live within a commutable distance from the duty station.

In this role, you will have the opportunity to travel throughout Ecology's Southwest Region, visiting roads and other public lands to oversee crews hired for the purpose of cleaning up litter and illegal dumps to directly improve Washington's environment. You will work independently to manage a program budget, maintain a vehicle fleet, ensure supplies are in stock, and hire all work crew members. You will work with other state and local governments on litter, illegal dump cleanup and prevention measures and oversight of grants. This position is an entry-level supervisor position which can provide valuable management experience.

**Agency Mission:** Ecology's mission is to protect, preserve and enhance Washington's environment and to promote the wise management of our air, land and water for the benefit of current and future generations.

**Program Mission:** The Solid Waste Management (SWM) Program's mission is to reduce both the amount and effects of wastes generated in Washington, and our vision is to transition to a society where waste is viewed as inefficient and most wastes and toxic substances have been eliminated.

**Tele-work options for this position:** This position will be eligible for up to an 80% telework schedule. 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." Schedules are dependent upon

position needs and is subject to change.

**Application Timeline:** This position will remain open until filled, we will review applications on **June 20, 2023**. In order to be considered, please submit an application on or before **June 19, 2023**. If your application isn't received by this date, it may not be considered. The agency reserves the right to make a Hire 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?

This role has a direct positive impact on the environment that is rewarding and highly visible to the appreciative citizens of Washington. There are peak workload periods, typically in spring, however improvements to the program may be forthcoming and lessen this peak. You will be independently responsible for overseeing a litter pickup program as well as local government grants. You will need to align your time and responsibilities accordingly and adapt and respond quickly as situations change.

### What you will do:

- Plan for and manage a 9-10 month seasonal employment program for adult crews.
- Plan for and manage a teen litter pickup program with adult supervisors.
- Recruit, interview, hire, manage paperwork for and train crew members and supervisors.
- Manage and stay within the budget for Ecology's Southwest Region litter pickup program.
- Manage a vehicle fleet and ensure litter pickup and safety supplies are stocked and available when needed.
- Ensure crews abide by all safety measures and make decisions quickly about crew deployment in times of high heat, during fire/smoke season and exposure to Covid-19.
- Work with other state and local governments on litter and illegal dump cleanup and prevention measures, this includes managing grants and interagency agreements.
- Must be highly organized and capable of managing heavy and diverse workloads at times.

## Qualifications

### Required Qualifications:

Years of required experience indicated below are full-time equivalent years. Full-time equivalent experience means that any experience where working hours were less than 40 hours per week will be prorated in order to meet the equivalency of full-time. We would calculate this by looking at the total hours worked per week, divide this by 40, and then multiply by the total number of months worked. Examples of the proration calculations are:

- 30 hours worked per week for 20 months:  $(30/40) \times 20$  months = 15 months full-time equivalent
- 20 hours worked per week for 12 months:  $(20/40) \times 12$  months = 6 months full-time equivalent

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

### **A total of Eight (8) years of experience and/or education as described below:**

- **Professional level Experience** in environmental analysis, control, planning, community outreach or supervisory experience.
- **Education:** involving a major study in an environmental, physical, or natural science, planning, business administration or closely allied field.

See chart below for a list of ways to qualify 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.	8 years of experience.
Combination 2	30-59 semester or 45-89 quarter credits.	7 years of experience.
Combination 3	60-89 semester or 90-134 quarter credits (AA degree).	6 years of experience.
Combination 4	90-119 semester or 135-179 quarter credits.	5 years of experience.
Combination 5	A Bachelor's Degree.	4 years of experience.
Combination 6	A Master's Degree or above.	2 years of experience.

**Special Requirements/Conditions of Employment:**

- Must pass annual Washington State Criminal History Background Check.
- Maintain a Driver's License with a good driving record.

**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.
- A list of 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 **Peter Lyon** at [Peter.Lyon@ecy.wa.gov](mailto:Peter.Lyon@ecy.wa.gov). Please do not contact **Peter** 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](#).

**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.