

# Watershed Health Monitoring Environmental Specialist 1 (2 positions)

**APPLY**

**Salary**

\$3,220.74 - \$4,282.14 Monthly

**Location**

Thurston County – Lacey, WA

**Job Type**

Full Time - Non-Permanent

**Job Number**

2024-EAPT232T233-02975

**Department**

Dept. of Ecology

**Division**

Environmental Assessment

**Opening Date**

03/12/2024

**Closing Date**

Continuous

- DESCRIPTION
- BENEFITS
- QUESTIONS

**Description**





## Keeping Washington Clean and Evergreen

The **Environmental Assessment Program** within the Department of Ecology is looking to fill two **Watershed Health Monitoring Environmental Specialist 1** positions for the Summer 2024 field season.

The positions will be located in [Lacey, WA](#) with work primarily focused on the Mid-Columbia region with some sample sites statewide. Travel and lodging will be reimbursed by the Department of Ecology. Upon hire, you must live within a commutable distance from the duty station.

The positions will start on June 1, 2024, and end no later than October 15, 2024. The end date is flexible and depends on how the field season goes. Students needing to return to school in the fall are still encouraged to apply.

In this role, you will conduct environmental sampling and support the Watershed Health Monitoring field leads by assisting in the organization of day-to-day data collection activities in the field. You will also aid in training the environmental technicians involved in this project. Some of the key work activities include: hiking, field navigation, biological monitoring, water quality sampling, habitat surveys, and using different types of monitoring equipment. The information that you collect will help assess the condition of streams and watersheds. The data is used to describe the status and trends of watershed health, lakes, and other environmental conditions to better inform natural resource conservation and management plans.

We are looking for applicants who are motivated, adaptable, team-oriented, dedicated, and have a desire to gain experience in environmental sampling.

**Agency Mission:** Ecology's mission is to protect, preserve and enhance the environment for current and future generations.

**Program Mission:** The mission of the Environmental Assessment Program is to measure, assess, and communicate environmental conditions in Washington state.

**Schedule:** The schedule will consist of 10-hour shifts, working for eight consecutive days followed by six days off.

**Please note: These are temporary positions that will end no later than October 15, 2024.**

**Application Timeline:** The positions will remain open until filled, we will review applications on **March 25, 2024**. In order to be considered, please submit an application on or before **March 24, 2024**. 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](#), [Commuter Trip Reduction Incentives \(Download PDF reader\)](#), [Combined Fund Drive](#), [SmartHealth](#) \*[Click here for more information](#)

For this position, the Environmental Assessment Program will provide Personal Protective Equipment. Travel and lodging will be reimbursed by the Department of Ecology.

### **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?**

The Department of Ecology's Watershed Health Monitoring program assesses streams and rivers across the state to obtain a consistent, objective picture of habitat and biological conditions. We sample eight regions in the state on a rotating basis. Our scientists evaluate watershed health in streams and rivers by analyzing the monitoring data for each region. You will directly support these ongoing data collection efforts as we survey streams and rivers in the Mid-Columbia region this summer.

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

- Conduct site reconnaissance and preparation for field sampling.
- Collaborate with field leads to support the day-to-day data collection activities in the field.
- Serve as a field assistant on a 4-member crew conducting watershed health protocols including physical stream surveys, measuring various chemical parameters, and collecting biological samples.

- Assist with habitat surveys, benthic macroinvertebrate sampling, fish assemblage, and water sampling.
- Efficiently collect water quality samples following standard operating procedures.
- Conduct initial review of field-recorded raw data for completeness and quality, assist in quality assurance reviews of environmental data, and propose improvements to data collection methods.
- Assist with field work preparation every week before the scheduled sampling.
- Organize and maintain all field equipment, including the calibration of Hach and/or YSI multi-probes (devices used for environmental monitoring and water quality analysis).
- Attend and stay current on required trainings, especially safety trainings.
- Hike in remote areas with rugged terrain and a heavy pack.
- Assist with boat operation duties.

**The positions will start June 1, 2024, and end no later than October 15, 2024. The end date is flexible and depends on how the field season goes. These positions will be based in Lacey, WA. Travel and lodging will be reimbursed by the Department of Ecology. The field work schedule will consist of 10-hour shifts, working for eight consecutive days followed by six days off.**

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

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 four (4) years of experience and/or education as described below:**

- **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.

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 required experience – as listed above</b>
Combination 1	No college credit hours or degree	4 years of experience
Combination 2	30-59 semester or 45-89 quarter credits	3 years of experience
Combination 3	60-89 semester or 90-134 quarter credits (AA degree)	2 years of experience
Combination 4	90-119 semester or 135-179 quarter credits	1 year of experience
Combination 5	A Bachelor's degree or higher	No experience

**Special Requirements/Conditions of Employment:**

- Must obtain and maintain a valid driver's license.

**Desired Qualifications:**

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

- Coursework in environmental science, fisheries biology, chemistry, forestry, or related field.
- Experience collecting water samples, operating aquatic sampling equipment, measuring streamflow, and stream habitat assessment.
- Some experience with data analysis and data management.
- Good communication and writing skills, and the ability to read documents for accurate comprehension and action.
- Knowledge of freshwater community ecology and statistical sampling design, freshwater biological taxonomy and life history, freshwater chemistry, and freshwater habitat assessment skills.
- Access programming, statistical sampling design, and database management.
- Certification for First Aid/CPR.
- Ability to swim.
- Experience operating boats and related equipment.
- Navigation skills and experience using paper maps.
- A Master's degree with a major study in stream/aquatic ecology, limnology, biological sciences, chemistry, or a closely related field.

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

### **Physical Requirements**

- Work in rugged and sometimes remote field locations for consecutive days under adverse weather conditions, including overnight stays and/or weekend work.
- Traverse uneven and sometimes slippery terrain to access stream study sites.
- Ability to maneuver sampling equipment in a small boat.
- Safely navigate from parking area to office structures and outdoor sites.
- Work with a computer in a cubicle for long periods of time within an office environment.
- Read documents for accurate comprehension and action.
- Travel long distances statewide, including driving, in a car, van, or pickup truck, requiring extended periods of sitting.
- Navigate streambanks, streambeds, and flowing water to complete all measurements needed to sample a stream site.
- Lift and carry objects weighing up to 50 lbs.
- Ability to safely handle and transport non-motorized boats (rafts).
- Ability to operate a motor vehicle.

### **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.

**Note:** References will only be contacted during the final steps of the recruitment process for candidates selected as finalists. References will not be contacted without the candidate's formal authorization.

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