

Environmental Inspection and Compliance Team Lead (Environmental Specialist 4) (Four Positions)

**Salary**

\$64,092.00 - \$86,208.00 Annually

Location

Multiple Locations Statewide, WA

Job Type

Full Time - Permanent

Remote Employment

Flexible/Hybrid

Job Number

2024-CPR5185518651875188-03813

Department

Dept. of Ecology

Division

Climate Pollution Reduction Program

Opening Date

03/26/2024

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

Please note that the position title has been changed. No other changes have been made to the body of work. If you have applied for this position already, you do not need to re-apply.

Keeping Washington Clean and Evergreen

The Climate Pollution Reduction Program (CPRP) is looking to fill four **Environmental Inspection and Compliance Team Leads (Environmental Specialist 4)** positions across the State of Washington. These positions will be located in each of the following locations:

- **Southwest Region Office (SWRO)** in [Lacey, WA.](#)
- **Northwest Region Office (NWRO)** in [Shoreline, WA.](#)
- **Central Region Office (CRO)** in [Union Gap, WA.](#)
- **Eastern Region Office (ERO)** in [Spokane, WA.](#)

Upon hire, you must live within a commutable distance from the duty station.

Please Note: If the final location of this position is determined to be in our Northwest Region Office (NWRO) in [Shoreline, WA.](#) there will be an additional 5% pay increase due to its location in King County. In this instance the salary range will be \$5,608 - \$7,543 per month.

The Refrigerant Management Program (RMP) requires facilities with refrigeration and air conditioning systems of certain specifications to conduct and report periodic leak inspections and promptly repair leaks. The RMP has been designed to reduce emissions of high-global warming potential refrigerants from leaky refrigeration and air conditioning equipment and reduce emissions from the installation and servicing of these appliances.

As the Environmental Inspection and Compliance Team Leads for the RMP, you'll be responsible for leading compliance activities associated with implementing

Washington's fluorinated gas regulation. You will guide your regional teams through coordinating inspections across the region, planning inspection activities for your team, supporting team members on complex inspections and synchronizing inspection practices and policies across the program to ensure consistency in practice. You will also provide technical support to the RMP regulated community – including facility owners and operators – to help them understand and achieve mandatory compliance with refrigerant regulations.

The principal department strategic priorities and goals that relate to the Climate Pollution Reduction Program (CPRP) include: reduce and prepare for climate impacts; prevent and reduce toxic threats; and deliver efficient and effective services. The CPRP's mission is to implement policies and programs to reduce carbon emissions in the state of Washington so that the state meets its statutory greenhouse gas emission limits. The CPRP focuses long term, requiring creative and strategic decision making for implementation to achieve broad statewide and interstate success reducing carbon emissions in the state of Washington so residents have a healthy environment and climate.

Tele-work options for this position: This position will be eligible for up to a 90% tele-work schedule with anticipated field work. 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; we will review applications on May 1, 2024. In order to be considered, please submit an application on or before **April 30, 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.

Please Note: We will review all applications received before the date above. Additional reviews after this date typically only occur if we have a small applicant pool, or if a successful Hire was not made.

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



As an Environmental Inspection and Compliance Team Lead for the Refrigerant Management Program, located in each of the regions of Washington State, you will have the opportunity to get in on the ground floor of a rapidly growing team helping to chart the path for how Ecology will reduce emissions of potent fluorinated gases and refrigerants affecting climate change. You'll guide your regional team in navigating complex inspections and help provide information and resources to the various businesses and facilities you'll work with to become compliant with Washington's regulations. If you derive satisfaction from working on the ground to help combat climate change, this position will be a great fit for you!

Other duties of the **Environmental Inspection and Compliance Team Lead** include:

- Coordinate and conduct inspections at facilities with refrigeration and air conditioning equipment subject to the Refrigerant Management Program (RMP).
- Provide technical assistance to external regulated parties and Ecology staff regarding intricate RMP matters.
- Assist with technical support in inputting mandatory reporting details into the Refrigeration and Air-Conditioning Management Program (RAMP) database.
- Communicate the rules and guidelines of the RMP in an understandable and digestible manner to members of the regulated community.
- Conduct site investigations, system installation, retrofit, and decommissioning inspections at various facilities.
- Identify and resolve violations of RMP regulations.
- Provide mentoring to more junior inspectors on the team, planning and coordinating inspections and activities for the team.

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

- **Experience:** in environmental analysis or control or environmental planning; environmental and/or safety compliance inspections; environmental compliance; or experience as a field technician following standard operating procedures (SOPs) for environmental sampling or machine maintenance.
- **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:

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

OR

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

Special Requirements/Conditions of Employment:

- Must possess 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.

- Demonstrated knowledge of air quality and climate change science.
- Previous experience or demonstrated knowledge of greenhouse gas (especially HFC) state / federal reduction programs.
- Ability to explain basic chemistry and regulatory processes to a variety of audiences and education levels.
- Strong verbal and written communication, negotiation and conflict avoidance, and analytical skills.
- Environmental compliance, inspection, auditing experience.

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 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. 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 **Tamara Dumitrescu** at: Tamara.Dumitrescu@ecy.wa.gov. Please do not contact Tamara to inquire about the status of your application.

To request the full position description: email 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 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.