

Contaminated Site Assessor (Natural Resource Scientist 3) (In-Training) (Two Positions)

**Salary**

\$53,964.00 - \$88,416.00 Annually

Location

Multiple Locations - Western Washington, WA

Job Type

Full Time - Permanent

Remote Employment

Flexible/Hybrid

Job Number

2024-TCP51795180-04921

Department

Dept. of Ecology

Division

Toxics Cleanup

Opening Date

05/05/2024

Closing Date

Continuous

Salary Information

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

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Description



Keeping Washington Clean and Evergreen

The **Toxics Cleanup Program** (TCP) within the Department of Ecology (Ecology) is looking to fill two **Contaminated Site Assessor (Natural Resource Scientist 3) (In-Training)** positions. These positions will be located in the following locations:

- **Southwest Region Office (SWRO)** in Lacey, WA.
- **Northwest Region Office (NWRO)** in Shoreline, WA, or **Bellingham Field Office (BFO)** in Bellingham, 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 \$4,721-\$7,736 per month.

The Toxics Cleanup Program has developed the Site Hazard Assessment and Ranking Process (SHARP) for assessing contaminated sites within the cleanup regulations in Washington State. As a Contaminated Site Assessor, you will be responsible for evaluating sites using the SHARP tool to help inform the program in making decisions and prioritizing cleanup sites. As part of the program-wide SHARP Team, you and your colleagues will work together to complete SHARP assessments and train and support users of the tool across the state. In this role, you'll help TCP's cleanup site managers make scientifically-informed decisions on where to deploy cleanup resources, as well as help to communicate site conditions to the general public.

If you enjoy assessing environmental data and presenting complex technical information for a non-technical audience, we invite you to apply!

Note: This position offers a career path and on-the-job training. This position allows you to progress through the **Natural Resource Scientist (NRS)** field and achieve the goal class of a **Natural Resource Scientist 3 (NRS3)**. Candidates will be considered at the NRS2 and NRS3 levels, depending on their qualifications. For salary levels for each, please see the qualifications section.

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.

Tele-work options for this position: This position will be eligible for up to a 90% tele-work schedule, after an in-person onboarding period. 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 20, 2024. In order to be considered, please submit an application on or before **May 19, 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](#), [Commuter 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



The new Contaminated Site Assessor positions have been established to help bring expertise in environmental risk assessment to the Toxics Cleanup Program, and to help develop best practices for program-wide implementation of the Site Hazard Assessment and Ranking Process (SHARP) Tool. In your role, you will perform site assessments and provide SHARP support statewide, and you'll have the opportunity to work with staff within Toxics Cleanup Program, and periodically across Ecology's other environmental programs. You will also interact with external interested parties, including other State agencies, local governments, tribes, and the general public, to keep them informed of site assessments.

Duties of the **Contaminated Site Assessor** include:

- Review and extract data to assess the potential exposure to, and severity of, site contamination in soil, groundwater, surface water, sediment, and indoor air.
- Apply regulatory cleanup standards under the Model Toxics Control Act (MTCA) and Sediment Management Standards (SMS).
- Use the SHARP Tool and extracted information to assess contaminated sites in Washington.
- Draft site narratives summarizing the background, contamination, and cleanup history that highlight significant environmental issues, including how a site might impact overburdened communities or vulnerable populations.
- Explain site assessments and potential risk to interested parties that span a wide range of existing knowledge and understanding of site cleanup and risk.
- Contribute subject matter expertise and peer support to others that use the SHARP Tool to assess sites.

- Support the SHARP Team by recommending assessment process improvements, collecting and tracking performance data, assisting in training, and identifying areas for further development.
- Develop and maintain proficiency in software programs and online databases necessary to use the SHARP Tool well, including Microsoft Excel and multiple internal Ecology databases.
- Develop and maintain proficiency in sources of demographic and other information that may be used to indicate the presence of an overburdened community or vulnerable population in an area, such as the Environmental Protection Agency's EJScreen and the Washington State Department of Health's Environmental Health Disparities Map.

Qualifications

This is an In-Training Position. The goal class for this position is **Natural Resource Scientist 3 (NRS3)**. We will consider applicants who meet the requirements for the NRS2 and NRS3 levels. If the finalist meets the requirements for the NRS2 level, they will be hired in at that level and placed into a training program to become an NRS3 within a specified period of time.

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.

At the Natural Resource Scientist 2 level: Salary Range 52 (\$4,497-\$6,046 monthly) (In-training)

Option 1:

- A Bachelor's degree with major study in an environmental, physical or natural science, **AND**
- Three years of professional research work experience in environmental, physical, or natural science.

Option 2:

- A Master's degree with major study in an environmental, physical or natural science, **AND**
- One year of professional research work experience in environmental, physical, or natural science.

At the Natural Resource Scientist 3 level: Salary Range 60 (\$5,479-\$7,368 monthly) Goal Class

Option 1:

- A Bachelor's degree with major study in an environmental, physical or natural science, **AND**
- Four years of professional research work experience in environmental, physical, or natural science.

Option 2:

- A Master's degree with major study in an environmental, physical or natural science, **AND**
- Two years of professional research work experience in environmental, physical, or natural science.

Option 3:

- A Ph.D. with major study in an environmental, physical or natural science.

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.

- Experience with contaminated site cleanup under the relevant Washington state regulations – the [Model Toxics Control Act, Chapter 173-340 WAC](#), and

the [Sediment Management Standards, Chapter 173-204 WAC](#) – or similar regulations.

- Experience evaluating and communicating risk of contamination in the environment to a non-technical audience.
- Proficiency in Microsoft Excel, both data entry and advanced Excel skills (queries, advanced formulas, etc.)

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 being based in **Shoreline or Bellingham**, please email **Nick Treat** at Nick.Treat@ecy.wa.gov. For questions about the position being based in **Lacey**, please email **Tim Mullin** at Tim.Mullin@ecy.wa.gov. Please do not contact Nick or Tim 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.