

Shoreland, Wetland, Aquatic Resource Specialist (Environmental Specialist 3 or 4)



Salary

\$56,880.00 - \$88,800.00 Annually

Location

Yakima County - Union Gap, WA

Job Type

Full Time - Permanent

Remote Employment

Flexible/Hybrid

Job Number

2024-SEA3115-09903

Department

Dept. of Ecology

Division

Shorelands and Environmental Assistance

Opening Date

08/28/2024

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 [Shorelands & Environmental Assistance](#) (SEA) program within the Department of Ecology is looking to fill a **Shoreland, Wetland, Aquatic Resource Specialist (Environmental Specialist 3 or 4)** position. This position will be located in our Central Regional Office (CRO) in [Union Gap, WA](#). Upon hire, you must live within a commutable distance from the duty station.

In this role, you will get to work with cutting edge wetland science and regulatory tools throughout the North Central Region (including Chelan, Douglas, and Okanogan counties) developing relationships with local governments, federal partners, sibling agencies, and private landowners as you work to implement Washington environmental laws around shoreline, wetland, and aquatic resource management and protection.

You will establish many meaningful partnerships with local, state, federal agencies, and many consultants that specialize in the field of environmental permitting. This is a highly skilled and

dynamic position that is both challenging and rewarding. If this sounds like a fit for you, apply to join our team today!

Central Washington has a diverse landscape, with three eco-regions: East Cascades, Columbia Plateau, and Okanogan. The region offers various habitat types and outdoor recreation opportunities such as hiking, kayaking, wildlife viewing, and skiing. The Yakima Valley is centrally located, providing access to diverse habitats and recreational activities in a four-season climate with abundant sunshine.

Note: This position offers a career path and on-the-job training. This position allows you to progress through the **Environmental Specialist** field and achieve the goal class of an **Environmental Specialist 4**. Candidates will be considered at the **Environmental Specialist 3** and **Environmental Specialist 4** levels, depending on their qualifications. For salary levels for each, please see the qualifications section.

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

Program Mission: The mission of the Shorelands and Environmental Assistance Program is to create community conservation partnerships to protect and restore our shorelands, wetlands, and floodplains.

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. We will review applications on **September 12, 2024**. In order to be considered, please submit an application on or before **September 11, 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



What makes this role unique?

In this position, you will perform environmental review and provide permitting recommendations for development proposals situated near shorelines and wetlands within three counties in North Central Washington. You will be one of only two Environmental Specialists in Washington who carry the same set of permitting responsibilities. You will be responsible for independently interpreting and implementing our State’s Shoreline Management Act (RCW 90.58), The Water Pollution Control Act (RCW 90.48), Section 401 of the federal Clean Water Act, and providing technical assistance to local jurisdictions on our wetland guidance documents and participating in a series of dynamic multi-level teams.

What you will do:

- Provide independent review and technical assistance to local, state, and federal government partners and landowners within Washington's Central Region.
- Provide independent review of wetland delineation reports, wetland ratings, and field verify findings for accuracy and correctness.
- Provide independent review of Section 401 Water Quality Certification (WQC) requests, Administrative Order requests (AO), and Shoreline permitting requests, including supporting documentation (JARPA's) for completeness and accuracy. Types of projects vary from infrastructure projects, developments, pipelines, and restoration projects.
- Work closely and coordinate with other federal and state agency staff reviewing projects and conduct site visits.
- Establish and maintain good working relationships with other Ecology programs, local, state, and federal agencies.
- Responsible for maintaining current information in Ecology's Aquatics, Shoreline Permit Tracking System (SPTS), Environmental Response Tracking System (ERTS), and State Environmental Policy Act (SEPA) databases.
- Work cooperatively with colleagues to resolve internal policy interpretation issues, concerns or disagreements. Brings unresolved issues to respective policy leads or Section Manager.
- Compose correspondence, reports and prepare draft and final documents.
- Occasional participation in evening hearings, meetings, presentations, etc.

Qualifications

Required Qualifications:

This is an In-Training position. The goal class for this position is **Environmental Specialist 4 (ES4)**. We will consider applicants who meet the requirements for the ES3 and ES4 levels. If the finalist meets the requirements for the ES3 level, they will be hired in at that level and placed into a training program to become an ES4 within a specified period of time.

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 Environmental Specialist 3 level: Pay Range 53 (\$4,740 - \$6,384 monthly) In-Training

A total of six (6) years of experience and/or education as described below:

- **Experience** in environmental analysis or control, or environmental planning.
- **Education:** involving a major study in environmental, physical, or one of the natural sciences, environmental planning or other closely allied scientific 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 required experience – as listed above
Combination 1	No college credit hours or degree	6 years of experience
Combination 2	30-59 semester or 45-89 quarter credits	5 years of experience
Combination 3	60-89 semester or 90-134 quarter credits (AA degree)	4 years of experience
Combination 4	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 or higher	1 years of experience

OR

One (1) year of experience as an Environmental Specialist 2, at the Department of Ecology.

At the Environmental Specialist 4 level: Pay Range 59 (\$5,501 - \$7,400 monthly) Goal Class

A total of nine (9) years of experience and/or education as described below:

- **Experience** in environmental analysis or control, or environmental planning.
- **Education:** involving a major study in environmental, physical, or one of the natural sciences, environmental planning or other closely allied scientific 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 required experience – as listed above.
Combination 1	No college credit hours or degree	9 years of experience
Combination 2	30-59 semester or 45-89 quarter credits	8 years of experience
Combination 3	60-89 semester or 90-134 quarter credits (AA degree)	7 years of experience
Combination 4	90-119 semester or 135-179 quarter credits	6 years of experience
Combination 5	A Bachelor's Degree	5 years of experience
Combination 6	A Master's Degree or higher	3 years of experience

OR

Two (2) years of experience as an Environmental Specialist 3, at the Department of Ecology.

Special Requirements/Conditions of Employment:

- Must be able to obtain and maintain a valid driver's license.
- Willingness and ability to occasionally work in excess of 40 hours per week and travel throughout the North Central Region and less frequently across the state.

Desired Qualifications:

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

- Working knowledge of the State's Revised Code of Washington's (RCWs); 90.48, the Water Pollution Control Act, RCW 90.58, the Shoreline Management Act, and Section 401 of the Clean Water Act.
- Working knowledge of wetland ecology, delineation, and mitigation.
- Demonstrated ability to understand environmental legislation and regulations at the federal, state, and local level, by independently reviewing, analyzing, developing, and recommending permit decisions for projects.

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 **Lori White** at: Lori.White@ecy.wa.gov. Please do not contact **Lori** 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.