

Wetlands Policy Lead (Environmental Planner 5)



Salary

\$80,460.00 - \$108,252.00 Annually

Location

Thurston County – Lacey, WA

Job Type

Full Time - Permanent

Remote Employment

Flexible/Hybrid

Job Number

2024-SEA2316-10077

Department

Dept. of Ecology

Opening Date

08/30/2024

Closing Date

Continuous

Salary Information

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

- [Description](#)
- [Benefits](#)
- [Questions](#)

Description



Keeping Washington Clean and Evergreen

The [Shorelands & Environmental Assistance](#) (SEA) program within the Department of Ecology is looking to fill a **Wetlands Policy Lead (Environmental Planner 5)** position. This position is located in our Headquarters Office in [Lacey, WA](#). Upon hire, you must live within a commutable distance from the duty station.

In this position, you will work statewide with all management levels in Ecology and with diverse agencies, interested parties and elected officials to develop state wetland policies that reflect the state's commitment to protect and restore wetlands. You will have the opportunity to work on state and national legislative issues and represent the state on national forums and workgroups regarding wetland management. You will lead the agency's dedicated and professional staff of wetland scientists to ensure statewide consistency in the implementation of laws and policies.

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

Program Mission: The mission of the Shorelands and Environmental Assistance (SEA) program is to work in partnership with communities to support healthy watersheds and promote statewide environmental interests.

Telework options for this position: At the present time, this position is eligible to telework up to 90% of the time. 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 is subject to change.

Application Timeline: The positions will remain open until filled, with an initial screening date of **September 16, 2024**. In order to be considered for initial screening, please submit an application on or before of **September 15, 2024**. The agency reserves the right to make an appointment 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](#)

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 is an exciting fast paced position with the ability to shape the policies and work of the agency's wetland program. In this role, you will interact with a wide range of interests and be on the cutting edge of national discussions around wetland management policies. You can affect real protections on the ground through effective support of regional staff as they implement wetland regulations and give technical assistance and policy guidance to local governments. You'll have the opportunity to provide testimony in legislative and legal proceedings, and serve as the senior consultant to management on wetland matters.

What you will do:

- Facilitate the resolution of management issues arising from wetland policy and regulatory activities that are complex, sensitive or involve multiple Ecology programs.
- Develop state legislation, analyze pending legislation, develop legislative testimony, and testify on behalf of the agency regarding matters related to wetlands.
- Lead intra-agency coordination on policy topic issues, and ensure inter-program and/or interagency coordination at the staff and program management levels.
- Represent the agency as the principal wetlands policy consultant in enforcement actions, hearings, and other legal proceedings.
- Oversee staff in the development and implementation of wetland policies and regulations and oversee the work of professional staff to ensure that policies and regulations are implemented clearly and consistently.
- Provide programs-wide and statewide perspective to regional staff decisions related to wetlands activities.
- Guide and direct implementation of the strategic Wetland Program Plan priorities and objectives.

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 eleven (11) years of experience and/or education as described below:

- **Experience in:** land use, urban, regional, environmental, or natural resource planning, and/or program development.
- **Education involving a major study in:** land use, urban, regional, environmental, or natural resource planning, landscape architecture, geography, land use or environmental law, public administration with an environmental emphasis, or closely related field.

All experience and education combinations that meet the requirements for this position:

Possible Combinations	College credits or degree – as listed above	Years of required experience – as listed above
Combination 1	No college credits or degree	11 years of experience
Combination 2	30-59 semester or 45-89 quarter college credits	10 years of experience
Combination 3	60-89 semester or 90-134 quarter college credits (AA degree)	9 years of experience
Combination 4	90-119 semester or 135-179 quarter college credits	8 years of experience
Combination 5	A Bachelor's Degree	7 years of experience
Combination 6	A Master's Degree	5 year of experience

OR

Two (2) year of experience as an Environmental Planner 4, at the Department of Ecology.

Special Requirements/Conditions of Employment:

- Must possess a valid driver's license to operate state vehicles.
- Must attain Professional Wetland Scientist certification within 24 months of hire.

Desired Qualifications:

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

- Knowledge of: wetland science and management, planning principles, environmental laws, policies and programs concerning all phases of state resource development; governmental administrative structure at the local, state, federal and Tribal levels; environmental, social and other problems affecting development of local and state environmental resources programs; methods and objectives of urban and natural resources planning.
- Ability to: accept responsibility for major wetland program activities; interpret and apply agency policy; develop long-range work plans, think conceptually, observe and interpret trends, analyze data, identify key relationships, draw logical conclusions, and maintain effective working relationships with governmental officials; address large groups and write effectively; coordinate with staff and manage wetland program activities.

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.

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 this position, please email **Lauren Driscoll** at Lauren.Driscoll@ecy.wa.gov. Please do not contact **Lauren** 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.