

Senior Market Monitor (Financial Examiner 3 or 4)



**Salary**

\$80,820.00 - \$120,048.00 Annually

**Location**

Thurston County – Lacey, WA

**Job Type**

Full Time - Permanent

**Remote Employment**

Flexible/Hybrid

**Job Number**

2025-CPR4795-04733

**Department**

Dept. of Ecology

**Division**

Climate Pollution Reduction Program

**Opening Date**

07/08/2025

**Closing Date**

Continuous

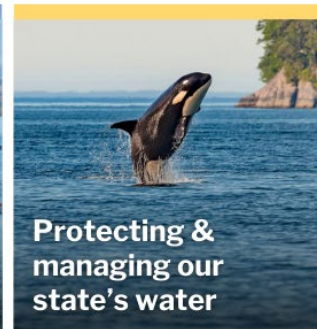
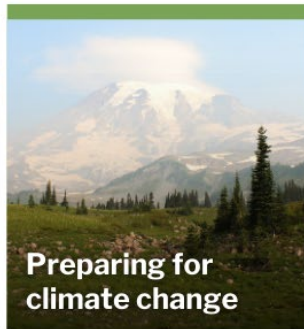
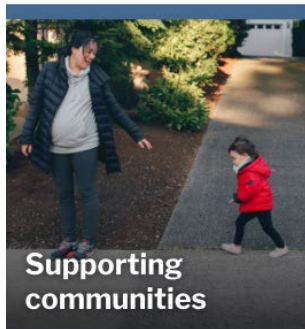
**Salary Information**

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

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## Description



DEPARTMENT OF  
**ECOLOGY**  
State of Washington

## Keeping Washington Clean and Evergreen

The Department of Ecology is hiring a **Senior Market Monitor (Financial Examiner 3 or 4)** within the Climate Pollution Reduction Program (CPRP).

### Location:

- Headquarters Office in [Lacey, WA](#).
- Upon hire, you must live within a commutable distance from the duty station.

### Schedule:

- This position is eligible for telework and flexible schedule options.

- A minimum of one day per week is required in Lacey, WA. On occasion, the candidate is required to attend additional in-person events such as quarterly allowance auctions.
- Schedules are dependent upon position needs and are subject to change.

### **Application Timeline:**

- **Apply by July 21, 2025.**
- This position will remain open until filled. The agency reserves the right to make a hire at any time after application review begins. Applications received after July 21st may not be considered.



**Ecology is committed to Diversity, Equity, Inclusion, and Respect**

### **Duties**

The Senior Market Monitor role is part of the Auctions and Market Section of the Cap-and-Invest Program. This work is critical to the state's efforts to address climate change, decarbonize the economy, and prepare Washington for a leadership role in the green economy of the future. This role leverages your experience in economic modeling to assist Ecology in responding to new Cap-and-Invest market analysis work under a new bill — [Sections 1 and 2 of House Bill 1975 \(Download PDF reader\)](#) — and existing reports due to the legislature including “comprehensive review[s] of the implementation of the program” due in 2027 and at the end of each subsequent compliance period. [RCW 70A.65.060\(5\)](#). You’ll also generally build up Ecology’s in-house economic expertise to answer new questions as they arise.

The other strand of your work is partnering with other members of the Auctions and Market Section to successfully implement allowance auctions and trading to ensure a free and fair cap-and-invest market. Other responsibilities include developing proposed improvements to the market program based on performance, economic and policy analyses, and lessons learned from other jurisdictions, and producing reports and revenue forecasts related to

the Cap-and-Invest Program for the agency, the Governor's office, and the Legislature. You will also represent Ecology in working with other state agencies, regulated industry, other jurisdictions' agencies that implement similar programs, and national and international groups on issues related to the allowance auctions, market, and Cap-and-Invest Program.

The primary emphasis of your role as **Senior Market Monitor** will be to work on economic modeling and legislative reports, and complete market surveillance of participants in the cap-and-invest market through the following duties:

- Conduct in-house economic analysis, as well as partner with universities and economic researchers to conduct economic modeling work that will provide Cap-and-Invest market analysis responsive to HB 1975 and statutory reports due to the Washington State legislature.
- Ensure Cap-and-Invest entities are in compliance with state and federal laws and industry standards in partnership with federal agencies (e.g., Internal Revenue Service, Securities and Exchange Commission, and Commodity Futures Trading Commission); market operators (e.g., the Intercontinental Exchange (ICE) and Nodal); and relevant state agencies (e.g., the State Attorney General's office).
- Apply your knowledge of environmental markets and finance to closely review and monitor complex financial market participants as they join and participate in the Washington's cap-and-invest market.
- Identify and propose regulatory options to minimize regulatory arbitrage across jurisdictions and markets.
- Regularly revisit the program's approach to market monitoring and seek out potential improvements.
- Evaluate financial records and documents across financial and other market entities that are connected through corporate association groups as defined by regulation.
- Maintain an up-to-date understanding of finance, commodity markets, and related fields and apply concepts from these fields in market monitoring work.



## **Qualifications**

This position offers an in-training plan and may be filled at the Financial Examiner 3 or 4 level, depending on your qualifications. If you qualify at the FE3 level and are hired, you will progress through an in-training plan to become an FE4 within a specified time period.

For detailed information on how we calculate experience, please visit our [Recruitment website](#).

### **Required Qualifications:**

#### **At the Financial Examiner 3 level (In-Training)**

Pay Range 66, \$6,735 - \$9,065 monthly

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

- **Professional experience** in finance; economics; data analysis; energy, agricultural and/or other commodity markets; regulatory enforcement; or related work. This experience could be gained in most private sectors, and/or the public sector.
  - Experience **must include** economic and statistical modeling software such as R, Python, Stata or similar, as well as version control systems such as GitHub. This experience could be gained in academic training, in many private sectors, and/or in the public sector.
- **Education** involving a major study in fields including—but not limited to—finance, business administration, economics, accounting, policy, data science, and related fields.

Examples of how to qualify:

- 7 years of experience.
- 6 years of experience AND 30-59 semester or 45-89 quarter college credits.
- 5 years of experience AND 60-89 semester or 90-134 quarter college credits (Associate's degree).
- 4 years of experience AND 90-119 semester or 135-179 quarter college credits.
- 3 years of experience AND a Bachelor's degree.
- 2 years of experience AND a Master's degree.
- 1 year of experience AND a Ph.D.

**At the Financial Examiner 4 level (Goal Class)**

Pay Range 70, \$7,443 - \$10,004 monthly

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

- **Professional experience** in finance; economics; data analysis; energy, agricultural and/or other commodity markets; regulatory enforcement; or related work. This experience could be gained in most private sectors, and/or the public sector.
  - Experience **must include** economic and statistical modeling software such as R, Python, Stata or similar, as well as version control systems such as GitHub. This experience could be gained in academic training, in many private sectors, and/or in the public sector.
- **Education** involving a major study in fields including—but not limited to—finance, business administration, economics, accounting, policy, data science, and related fields.

Examples of how to qualify:

- 9 years of experience.
- 8 years of experience AND 30-59 semester or 45-89 quarter college credits.
- 7 years of experience AND 60-89 semester or 90-134 quarter college credits (Associate's degree).
- 6 years of experience AND 90-119 semester or 135-179 quarter college credits.
- 5 years of experience AND a Bachelor's degree.
- 4 years of experience AND a Master's degree.
- 3 years of experience AND a Ph.D.

**Special Requirements/Conditions of Employment:**

A background check will be conducted, which may include criminal record history, fingerprinting, and credit history. Information from the background check will not

necessarily preclude employment, but will be considered in determining the applicant's suitability and competence to perform in the position.

**Desired Qualifications:**

- Relevant Financial Industry Regulatory Authority (FINRA) licenses such as the series 7, series 66, and/or other series.
- Other relevant certifications (finance training, Certified Public Accountant (CPA), Project Management Professional (PMP), data analysis / statistics training, market analysis, or related certificates).
- Experience working to address climate change, including experience related to greenhouse gas markets.
- Previous experience in finance, electricity, fuels, greenhouse gas, and related markets.
- Quantitative skills gained in schooling or experience in statistical analysis and/or mathematics and/or programming and modeling.
- Experience in collaborative coding efforts related to policy and/or economic modeling.

If you are excited about this role but not sure if your experience aligns perfectly with every qualification in the job description, **we encourage you to apply**. Studies have shown that women and people of color are less likely to apply to jobs unless they meet every single qualification. At the Department of Ecology, we are dedicated to building a diverse and authentic workplace centered in belonging. You may just be the needed candidate for this or other roles.

**Supplemental Information**



Ecology does not use the **E-Verify** system; therefore, we are not eligible to extend STEM Optional Practical Training (OPT). For more information, please visit [www.uscis.gov](http://www.uscis.gov).

### **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.

### **Application Process**

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 job seekers from all backgrounds are encouraged to apply.

## **How to Apply**

Click “Apply” at the top of this page. Complete the entire application, including full work history and responses to all supplemental questions, and attach:

- Cover letter, describing your interest in and qualifications for this position
- Resume

Because we base our selection on the information you provide, it is in your best interest to complete the application thoroughly. A resume will not substitute for the “work experience” section of the application or vice versa. Applications with blank fields or supplemental question responses with comments such as “see resume” may be considered incomplete.

For detailed application information, please visit our [Recruitment website](#).

Application Attestation: By submitting an application, you are affirming that the information contained in your application and on all attachments is complete and truthful. The state may verify this information, and any false or misleading answers may result in rejection of your application or dismissal if employed.

## **Need an Accommodation?**

If you need reasonable accommodation during the application and/or screening process, including this job announcement in an alternate format:

- Please contact us at 360-407-6186 or [careers@ecy.wa.gov](mailto:careers@ecy.wa.gov)
- If you are deaf or hard of hearing, you may call through the Washington Relay Service by dialing 711 or 1-800-833-6384.

## **Questions?**

- For specific questions about the position location options, schedule, or duties, please contact **Derek Nixon** at [Derek.Nixon@ecy.wa.gov](mailto:Derek.Nixon@ecy.wa.gov).
- If you need assistance applying for this job, are inquiring about the status of your application, would like to request the full position description, or have any other questions, please contact the Recruitment Team at [careers@ecy.wa.gov](mailto:careers@ecy.wa.gov)

### **About the Climate Pollution Reduction Program**

The Climate Pollution Reduction Program's (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 (GHG) 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.

The Cap and Invest Group (CIG) is responsible for the implementation and operation of Washington's Cap-and-Invest Program, which employs a market mechanism to reduce greenhouse gas emissions in a cost-effective manner. As part of the Cap-and-Invest Program, businesses and entities are required to obtain and retire compliance instruments equivalent to their emissions. These compliance instruments, which include emissions allowances, offset credits, can be bought, sold, and traded. The market for these commodities began in January 2023, the first allowance auction was held in February of that year, and the proceeds of the auctions are invested by the state in projects to decarbonize transportation and other sectors of the economy, promote clean energy, and advance equity and environmental justice. The allowance auctions that the Auctions and Market Section have generated over \$3 billion dollars to date, and provide a critical and necessary funding stream to support the achievement of Washington's ambitious state-wide greenhouse gas reduction mandates.

### **About the Department of Ecology**

As the State of Washington's environmental protection agency, we are deeply committed to protecting, preserving, and enhancing Washington's environment for current and future generations. Joining Ecology means becoming part of a team dedicated to protecting and sustaining healthy land, air, water, and climate in harmony with a strong economy. A career in public service at Ecology 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. We invest in our employees to create and sustain a working environment that encourages creative leadership, effective resource management, teamwork, professionalism, and accountability.

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](#)

To learn more about Ecology, please visit our [website](#), explore [Working at Ecology](#), check out our [Strategic Plan](#), and connect with us on [LinkedIn](#), [Facebook](#), [Instagram](#), [YouTube](#), or our [blog](#).

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.

Collective Bargaining: This is a position covered by a bargaining unit for which the Washington Federation of State Employees (WFSE) is the exclusive representative.

**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.