

Environmental Assessment Program Manager (EMS Band 4)



Salary

\$146,534.00 - \$154,128.00 Annually

Location

Thurston County – Lacey, WA

Job Type

Full Time - Permanent

Remote Employment

Flexible/Hybrid

Job Number

2026-EXEC4081-00914

Department

Dept. of Ecology

Division

Executive

Opening Date

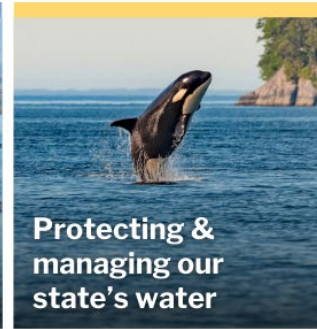
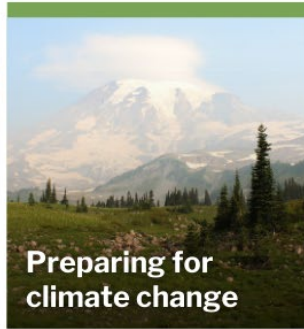
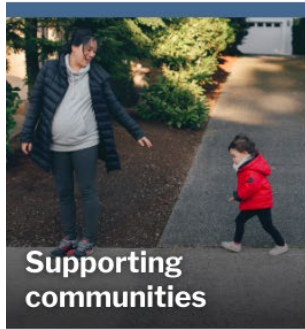
02/03/2026

Closing Date

Continuous

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Description



Keeping Washington Clean and Evergreen

The Department of Ecology is hiring a **Program Manager (Exempt Management Service Band 4)** within the [Environmental Assessment Program](#).

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 three days per week is required in the office.
- Schedules are dependent upon position needs and are subject to change.

Application Timeline:

- **Apply by February 22, 2026**
- 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 the date above may not be considered.



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

Duties

We are looking for a transformational leader who is ready to team with a group of dedicated professionals to manage statewide systems that measure, assess, and report on freshwater quality and quantity, habitat conditions, marine water and sediment in Puget Sound and coastal Washington, groundwater and toxic studies, environmental modeling for TMDL compliance, and Ecology's environmental laboratory services.

In this role, you will serve as the executive leader for the Department of Ecology's Environmental Assessment Program (EAP), a statewide scientific and technical program that delivers credible environmental data to inform policy and protect Washington's environment. You will provide strategic decision-making and develop policies with broad, agency-wide impacts affecting both government operations and the public.

Responsibilities include:

- Planning, leading, organizing, and directing the Environmental Assessment Program, negotiating program scope, priorities, resources, and outcomes.

- Leading Ecology’s scientific enterprise to ensure sound, defensible science informs regulatory and policy decisions that protect Washington’s land, air, and water and supports decisions by state and federal partners.
- Establishing and executing the program’s strategic direction by aligning policy development, environmental monitoring, modeling, laboratory services, and research investments with Ecology’s mission and priorities.
- Managing the program’s biennial operating and capital budget, personnel, equipment, and infrastructure, ensuring transparent stewardship of public funds and effective allocation of resources.
- Hiring, leading, and developing managers, senior scientists, and policy staff while fostering a collaborative, inclusive, and high-performing workplace that supports diversity, staff engagement, and professional growth.
- Ensuring scientific integrity and quality across all program activities—including research, monitoring, laboratory testing, modeling, accreditation, and environmental assessments.
- Representing Ecology on research and applied science issues with legislators, the Governor’s Office, tribes, local, state, and federal agencies, EPA, regulated entities, and the public, and serving on state, regional, and national councils and boards.

Who are we looking for?

We are looking for an experienced leader who is ready to team with a large group of dedicated professionals. You will need to have the ability to:

- Problem solve and adjust strategies to capture emerging opportunities or unexpected challenges.
- Communicate effectively with diverse entities including local governments, academic and research institutions, community-based organizations, community residents, legislators, federal and Tribal partners, businesses and the regulated community.
- Demonstrate a clear understanding of state and federal environmental laws, policies, and regulatory frameworks that influence environmental assessment, monitoring, and laboratory programs, and translate those broader policy drivers into strategic direction and operational priorities for the Environmental Assessment Program.

- See and understand how the program’s scientific, regulatory, and policy work affects communities, partners, and decision-makers, and identify what is needed to achieve durable, science-based outcomes that protect and restore Washington’s environment.

A Key Member of Ecology's Executive Leadership Team

This position serves as a key member of the Washington State Department of Ecology’s Executive Leadership Team and plays a critical role in advancing the agency’s mission to protect, preserve, and enhance Washington’s environment for current and future generations.

It is essential that this position demonstrates the highest standards of personal, professional, and ethical conduct in support of the state’s commitment to efficient, effective, and accountable government.

This is a highly visible leadership role responsible for providing scientific direction and oversight for Ecology’s statewide environmental assessment, monitoring, modeling, and laboratory services programs. The position represents Ecology’s scientific and technical interests with Tribes, environmental justice advocates, local communities, academic institutions, regulated entities, partner agencies, and elected officials. The role requires the application of advanced executive and management principles to address complex, technical, and often competing perspectives while ensuring the delivery of credible, defensible science to support regulatory, policy, and investment decisions.

The Executive Manager must be able to conceptualize, initiate, develop, and implement strategic scientific programs that support state and federal environmental laws and priorities related to water quality, habitat protection, toxics, groundwater, and marine and freshwater systems. Effective communication is essential to translate complex scientific information for decision-makers, partners, and the public.

As a key member of the Department’s Executive Leadership Team, you will:

- Represent the Director and the agency with federal, state, local, Tribal, and elected officials; partner agencies; the scientific community; environmental organizations; environmental justice advocates; and the public.
- Serve as a trusted scientific and technical advisor, building credibility as a problem solver and as a source of high-quality environmental data and analysis for decision-makers.

- Advise the Executive Leadership Team on program implementation, policy development, and agency direction to ensure science-based, consistent, and responsive service delivery.
- Collaborate across programs to align scientific priorities with agency goals and emerging environmental challenges.
- Foster a diverse, equitable, inclusive, and respectful workplace that supports innovation, accountability, and staff engagement.

Why Join the Team?

This is an opportunity to make a lasting, statewide impact. In this role, you will lead the science that informs Washington's most important environmental decisions, address complex and emerging environmental challenges, and work collaboratively with diverse partners to deliver durable, meaningful outcomes that protect the state's land, air, and water for generations to come.



This position is an Exempt Management Service (EMS) Band IV position. The minimum and maximum salary for EMS Band IV positions is \$98,712 - \$170,076.

Qualifications

For detailed information on how we calculate experience and responses to other frequently asked questions, please visit our [Recruitment website](#).

Required Qualifications:

- **Demonstrated expertise** in environmental, physical or natural science, environmental studies, engineering, public administration, planning public policy, political science, law, or another related qualifying discipline. This expertise can be demonstrated through professional degrees and/or professional and lived experience.
- **Demonstrated understanding of scientific principles and methods as applied to environmental assessment and applied science**, including the ability to evaluate the quality, defensibility, and appropriate use of scientific data, research, monitoring, modeling, and laboratory results to inform regulatory, policy, and resource management decisions.
- **Demonstrated professional level management experience which includes:**
 - **Strategic planning experience**, including leading the development and implementation of annual and biannual program or organizational plans, setting long-term scientific and operational priorities, and clearly articulating future direction aligned with agency goals, legislative expectations, and available resources.
 - **Experience with policy development or program implementation related to natural resources**. Examples may include, but are not limited to, translating environmental laws, regulations, or agency directives into

science-based programs, monitoring strategies, laboratory services, modeling efforts, or assessment tools that inform regulatory and policy decisions.

- **Experience managing relationships with high-level, influential, elected, and appointed officials** with a proven track record of consensus building, collaboration and negotiations that reflect a strong understanding of legislative processes and inter-government relations. Examples may include, but are not limited to, briefing legislators or executive leadership, responding to policy inquiries, and negotiating complex or sensitive issues, with demonstrated ability to build consensus and collaborate effectively within legislative and intergovernmental processes.
- **Community outreach experience.** Examples may include, but are not limited to, communicating technical or scientific information to community members, environmental justice organizations, or the public in clear, accessible ways, and incorporating community perspectives into program planning or decision-making.
- **Budget management experience.** Examples may include, but are not limited to, oversight of complex, multi-fund budgets; setting funding priorities; ensuring compliance with public-sector fiscal requirements; and aligning financial decisions with program strategy and performance outcomes.
- **Experience supervising high-level technical and applied science teams.** Examples may include, but are not limited to, direct supervision of managers and senior scientific staff, with responsibility for performance management, workload prioritization, and delivery of complex, multidisciplinary environmental science programs.

Desired Qualifications:

- Education and involvement in scientific/technical services issues in the environmental, natural resource management and/or public health fields.
- Experience using advanced management, communication, negotiation and consensus building skills with high-level, influential, elected and appointed officials.
- Providing leadership to a large staff of over 100 employees.

- Experience managing diverse fund sources.
- Member of a senior or executive leadership team.
- Advanced knowledge of the Puget Sound Partnership.
- Advanced knowledge of the Clean Water Act.
- Working knowledge of the Salmon Recovery Funding Board.
- Experience and a successful record of accomplishment working with state agencies, city, county and federal governments.
- Experience as a second-level supervisor.
- Experience leading or managing in a large agency or organization.
- Working in or collaborating with state government.
- Experience working with or applying policy decisions from the Washington Health Disparities Map.

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.

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
- 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 **Heather Bartlett** at Heather.Bartlett@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

About the Environmental Assessment Program

The mission of the Environmental Assessment Program (EAP) is to measure, assess, and communicate environmental conditions in Washington State, providing credible science to guide Washington's environmental choices.

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](#), [Commute Trip Reduction Incentives](#), [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.

Note: This recruitment may be used to fill other positions of the same job classification across the agency.