

Legislative/Strategic Policy Analyst (Environmental Planner 5)



**Salary**

\$82,872.00 - \$111,504.00 Annually

**Location**

Thurston County – Lacey, WA

**Job Type**

Full Time - Permanent

**Remote Employment**

Flexible/Hybrid

**Job Number**

2026-SPPR4106-00956

**Department**

Dept. of Ecology

**Division**

Spill Prevention, Preparedness and Response

**Opening Date**

02/04/2026

**Closing Date**

Continuous

**Salary Information**

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

- Description

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## Description



## Keeping Washington Clean and Evergreen

The Department of Ecology is hiring a Legislative/Strategic Policy Analyst (Environmental Planner 5) within the [Spill Prevention, Preparedness, and Response 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 two days per week is required in the office.
- Schedules are dependent upon position needs and are subject to change.

**Application Timeline:**

- **Apply by February 16, 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 the date above may not be considered.



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

**Duties**

In this role, you will serve as the Spills Program Governmental Relations lead, Tribal Liaison, Legislative Lead, and Strategic Planner. You will be part of the Spills Program Administration Team reporting directly to the Program Manager and working closely with the Program Management Team. You will also serve as the coordinator for the Spills Program Leadership Team, and lead on high level assignments and tasks, including policy and planning. In addition, you will be a critical member of the Spills Program Incident Management Team serving as a Liaison Officer during spill responses and supporting the Crisis Management Team as policy advisor, governmental relations advisor, and as back-up for the Crisis Manager.

**What you will do:**

- Advise the Program Manager to support well-informed decision-making.
- Represent the Spills Program as legislative lead and federal liaison on agency teams.
- Act as primary point of contact for Spills Program tribal relations.
- Lead the program strategic planning process and advise the Program Management Team on legislative and strategic policy.
- Coordinate management team and leadership team meetings, tasks, and assignments.
- Represent the Spills Program on agency and external work groups, committees, subcommittees, and teams.
- Support the Spills Program's 24/7 incident response posture as a Liaison Officer to achieve objectives for effective communication with elected officials, tribal governments, assisting and cooperating agencies, and impacted communities.

**Qualifications**

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

**Required Qualifications:****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 conducting research and analyzing policies, laws, rules, or regulations.

Experience must include one or more of the following:

- Advanced experience in legislative and public policy development, particularly at the state and/or federal level.
- Demonstrated expertise in environmental policy, preferably related to oil spill prevention, preparedness, response, or hazardous materials.
- Proven ability to analyze and draft complex legislation, regulations, policy papers, and formal testimony.
- Strong governmental relations experience, including working with legislators, executive leadership, and intergovernmental partners.
- Experience coordinating with Tribal governments, including knowledge of consultation protocols and government-to-government relationships.
- Strategic planning expertise, including developing, implementing, and monitoring long-term program strategies.

**Education:** 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.

Examples of how to qualify:

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

**Special Requirements/Conditions of Employment:**

- Obtain Incident Command System (ICS) training at the level of 100, 200, 300, 400, 700 and 800.
- Obtain and maintain HAZWOPER certification annually.
- Obtain and maintain Incident Management Team (IMT) position qualifications, as applicable.
- Obtain the Transportation Worker Identification Credential (TWIC card) which entails a detailed background check.
- Hold and maintain eligibility and certification to permit travel to and from Canada, including passport or Enhanced Driver's License.
- Hold and maintain a valid driver's license and be able to operate a motor vehicle.
- Must be prepared for a minimum 3-day field deployment within 1 hour of notification.

**Desired Qualifications:**

- Computer skills: Must be proficient in Excel, Word, Outlook, and PowerPoint.
- Working knowledge of, or experience with Northwest Area Contingency plan policies and experience with the Incident Command System.
- Independent analysis capabilities and experience and/or training in legislative and policy development at the local, state, national and international level, strategic and program planning. Experience managing complex projects using project management tools to track progress such as MS Excel, or MS Project.
- Strong Communication skills, both written and oral communication. Should be comfortable speaking in public forums.
- Demonstrated commitment to DEI principles, adaptability, professionalism, and collaborative relationship-building across diverse interested parties.
- Leadership and facilitation skills, including leading meetings, building consensus, and advising senior management.

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 email **Carlos Clements** at: [Carlos.Clements@ecy.wa.gov](mailto:Carlos.Clements@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)

**The Spills Program's mission** is to protect, preserve, and restore Washington's environment. Our vision is to create a zero spills world.

## **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.

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.