

Natural Resource Scientist 2



**Salary**

\$66,372.00 - \$89,316.00 Annually

**Location**

Spokane County – Spokane, WA

**Job Type**

Full Time - Permanent

**Remote Employment**

Flexible/Hybrid

**Job Number**

2026-EAP5404-03723

**Department**

Dept. of Ecology

**Division**

Environmental Assessment

**Opening Date**

05/01/2026

**Closing Date**

Continuous

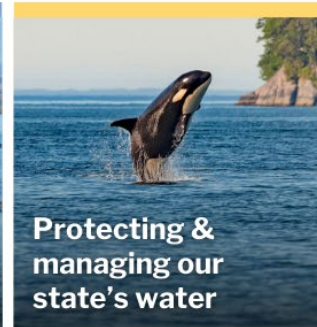
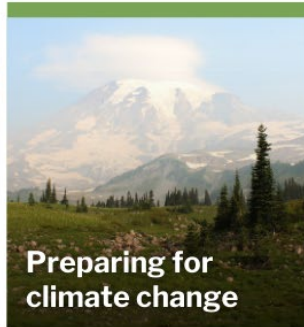
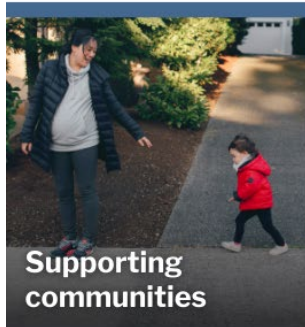
**Salary Information**

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

- [Description](#)

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

## Description



## Keeping Washington Clean and Evergreen

The Department of Ecology is hiring a **Natural Resource Scientist 2** within the [Environmental Assessment Program \(EAP\)](#).

### Location:

- Eastern Region Office in [Spokane, 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.
- You may telework most of your office work time with occasional in-person meetings and activities. This position also includes field work.
- Schedules are dependent upon position needs and are subject to change.

### **Application Timeline:**

- **Apply by May 13, 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**

Under the administrative supervision of the Eastern Operations Section (EOS) Manager and the Modeling/TMDL/Groundwater Unit (MTGU) Supervisor, you will serve as a staff natural resource scientist performing specialized freshwater stream ecology research and hydrogeologic investigations using conventional techniques. Responsibilities include coordinating, gathering, and analyzing water quality and biological sampling information to assess the status and trends of the natural resources in Eastern Washington. In this role, you will provide support in developing and implementing scientifically credible, well-coordinated monitoring programs designed to meet multiple agency objectives involving the management and regulation of Eastern Washington water resources, including rivers, streams, lakes, and groundwater. you will also plan, develop, and manage environmental

sampling design and data collection to support unit projects, including the development of Total Maximum Daily Loads (TMDLs) in the Eastern Region. You will work in rugged field conditions, traveling by truck or boat to complete work, and will work across agency teams to coordinate activities.

**What you will do:**

- Perform field investigations, including streamflow measurements, groundwater level measurements, geologic mapping, aerial photograph interpretation, and/or geographic information system analysis
- Plan and conduct hydrology and environmental surveys, analyze and record field conditions, including measuring surface water quality and streamflows in Eastern Washington
- Perform cross-section and program technical peer review of hydrologic and water quality modeling and pollutant loading reports
- Perform quality checks on field and laboratory data and upload data into the agency's environmental database (EIM)
- Perform analysis of hydrology and hydrogeologic data and information using a variety of analytical tools Implement established protocols, i.e. Quality Assurance Management Plan (QAMP), Standard Operating Procedures (SOPs) etc. and other investigation project standards
- Manage multiple monitoring projects simultaneously

**Qualifications**

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

**Required Qualifications:**

**Seven (7) years of experience and/or education as described below:**

**Experience in** freshwater stream ecology research and hydrogeologic investigations.

Experience must include the following:

**1. Field Research & Sampling Experience**

- Experience conducting **freshwater aquatic and stream ecology fieldwork**, including water quality sampling, biological sampling, habitat assessments, or groundwater investigations.

**2. Technical Writing & Reporting**

- Demonstrated ability to write **clear, defensible technical sections** of monitoring reports, project summaries, or scientific documents, including formulating conclusions and recommendations based on data analysis.

**3. Scientific Study Design & Data Collection**

- Ability to **plan, develop, and implement environmental sampling designs**, including defining project objectives, designing monitoring plans, and executing field data collection using accepted scientific methods.

**4. Water Quality Project Skills**

- Experience conducting water quality project components such as **continuous monitoring**, instrument calibration, deployment of **water quality sondes**, data logger downloads, and field equipment troubleshooting.

**Education involving** a major study in a natural science.

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.
- 1 years of experience AND a Master's degree.
- a Ph.D.

### **Special Requirements/Conditions of Employment:**

- Must possess and maintain a valid driver's license.

### **Desired Qualifications:**

- **Data Analysis & Interpretation:** Ability to **analyze, evaluate, and interpret** environmental, hydrologic, and biological data using scientific judgment; experience calculating summary statistics and identifying trends or patterns.
- **GIS Skills:** Hands-on experience using **ArcGIS/ArcView** to develop maps, spatial analyses, coverages, and other GIS products in support of environmental projects; ability to ensure accurate, complete data entry into GIS and agency repositories.
- Knowledge of: environmental sampling techniques and, environmental data analysis techniques including statistics.
- Coursework in Environmental Science, Natural Science, Geology, Hydrogeology, Hydrology, Stream Ecology, Fisheries Biology, Chemistry, Forestry or related field would be advantageous.
- 40-hour Hazardous Waste Operations and Emergency Response (HAZWOPER) Certification and current 8-hour Annual Refresher.

If you are excited about this role and meet the **required** qualifications, **we encourage you to apply**. Desired qualifications reflect additional knowledge, skills, or experience that are nice to have but not required. Studies have shown that some applicants, especially women and people of color, are less likely to apply unless they meet every listed qualification. At the Department of Ecology, we are dedicated to building a diverse and authentic workplace centered in belonging, and we welcome applicants with varied backgrounds and unique perspectives.

### **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).

## **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 Travis Bartholomew at [Travis.Bartholomew@ecy.wa.gov](mailto:Travis.Bartholomew@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 mission of the Environmental Assessment Program (EAP)** is to measure, assess, and communicate environmental conditions in Washington State. We work to improve the environment for current and future generations through innovative and excellent science and thriving partnerships.

## **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.

**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.

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.

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](#), [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.