



State of Washington
**Natural Areas Program Assistant Ecologist, Natural Resource
 Scientist 2 (NRSci2)**

SALARY

\$4,632.00 - \$6,227.00 Monthly
 \$55,584.00 - \$74,724.00 Annually

LOCATION

Thurston County – Olympia, WA

JOB TYPE

Full Time - Permanent

**REMOTE
EMPLOYMENT**

Flexible/Hybrid

JOB NUMBER

2025-2-A351-01223

DEPARTMENT

Dept. of Natural Resources

OPENING DATE

02/12/2025

CLOSING DATE

3/12/2025 11:59 PM Pacific

**SALARY
INFORMATION**

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

Description



Natural Areas Program Assistant Ecologist, Natural Resource Scientist 2 (NRSci2)**Recruitment #2025-2-A351****Full-time, Permanent, Represented position****Location: Natural Resources Building- Olympia, WA****Work Hours and Partial Telework flexibility may be available and considered****Relocation Compensation may be available and considered****Salary: \$4,632.00 - \$6,227.00 Monthly**

Review of applications is ongoing. We reserve the right to make a hiring decision or close this recruitment at any time after 2/19/25. It is in your best interest to submit materials as soon as possible.

Want to join something GREAT and make a difference?

Are you interested in a career that allows you to conserve the most intact, naturally functioning ecosystems, including rare plant and animal species, throughout Washington state? Do you want to be part of the team protecting these sites in perpetuity... forever? The Washington State Department of Natural Resources (DNR) is looking for a **Natural Areas Program Assistant Ecologist** to help lead scientifically based conservation land management on the department's statewide system of natural areas, currently totaling 170,000 acres at 97 sites throughout the state.

The Natural Areas Program is part of DNR's Recreation and Conservation Division that supports public use and conservation across 3 million acres of state-owned lands, implementing four DNR programs: Recreation, Natural Areas, Natural Heritage, and Conservation Acquisitions. The Natural Areas Program manages 39 natural resources conservation areas (NRCAs) and 58 natural area preserves (NAPs) for the protection, and restoration where necessary, of native ecosystems and rare plants and animals. The program coordinates and promotes educational and research access to natural areas while offering low-impact recreation in NRCAs. The division's Natural Heritage Program houses the state's expertise and data on rare species and rare or high-quality ecological communities, with more than 7,000 data records of species and ecosystems statewide across all ownerships. The division's Conservation Acquisitions Program secures grants and appropriations for transacting about \$40 million in easements or land acquisitions at any given time under several state and federal conservation programs. The Recreation Program supports all types of public access to the department's forested and other lands including hiking, mountain biking, horse riding, motorcycling, ATV trail riding, camping, boating, and wildlife viewing, among others.

The Natural Areas Program Assistant Ecologist works with other ecologists and land managers statewide to implement scientifically based research and management practices on preserves and conservation areas. Under the direction of the lead program ecologist, this position assists with training and field supervision for the Recreation and Conservation Division natural area stewards and participates in training and overseeing volunteers working in natural areas.

To be successful in this position you not only need a working knowledge of native species and ecosystems in Washington state, but you also need to be a leader across several conservation topics and activities, as indicated below.

Duties

Responsibilities:

- Plan and implement ecological management actions for conservation lands, including restoration projects in a variety of ecosystem types
- Monitor natural features and test the effectiveness of management actions, including invasive species control and rare plant and animal habitat restoration
- Create and share scientifically based management regimes for ecosystems throughout Washington
- Assist in developing and implementing site-based management plans
- Engage with conservation partners and the public to sustain natural area management

Qualifications

Required Qualifications:

- A Bachelor's degree with a major study in "conservation biology," such as restoration ecology, wetlands ecology, range ecology, applied botany, applied ecology, plant ecology, animal ecology, or a closely related field, AND three years of professional research work experience in the field of conservation biology, including ecological management, research, and monitoring; or ecological restoration; or providing scientific expertise to maintain species, communities, and ecological processes in natural areas;
OR a Master's degree AND one year of professional research work experience in the field of conservation biology, including ecological management, research, and monitoring; or ecological restoration; or providing scientific expertise to maintain species, communities, and ecological processes on natural areas;
OR a Ph.D. degree will substitute for all of the required experience, provided the field of major study is in the specific specialty.
- Knowledge of Pacific Northwest ecosystems; their functions and management.
- Experience planning and implementing restoration ecology practices.
- Experience using ecological data collection techniques and statistical analysis.
- Experience implementing invasive species control practices.
- Experience working with GIS-based desktop computer applications.

- Commitment to fostering and supporting an environment that honors diversity, equity, Inclusion, and environmental justice practices.
- Perform assigned duties in a manner consistent with applicable laws, regulations and public records retention and requests are followed.
- Excellence with verbal and written communications.
- Effective communication and collaboration with peers, the public, and collaborators
- DNR Core Competencies:
 - Personal Accountability
 - Value Others
 - Compassionate Communication
 - Inspire Others
 - Commitment to Excellence

Special Requirements and Conditions of Employment:

- Mixture of office and field work; Incumbent must be able to traverse uneven terrain in all weather conditions. Site reconnaissance and project implementation in a natural setting require the full range of physical abilities and activities across a wide range of ecosystem types and landforms and in a variety of weather conditions. Must be able to work alone in undeveloped, remote, forested, or back-country landscapes and terrains. Must be able to carry a 3-gallon backpack sprayer while hiking.
- Requires routine travel within Washington state, and infrequent travel outside the state (such as for training).
- Certification as a Pesticide Applicator or ability to obtain certification within six months of employment.
- A valid unrestricted driver's license and have two years of driving experience. This position requires driving as an essential function. Finalists and/or interview candidates will be asked to provide a driving record from all states in which they have held a license during the past three years.

Desired Qualifications:

- Experience working to identify or manage natural area preserves or other conservation land classifications.
- Experience applying experimental and sampling design.

Don't let doubts stop you from applying for this position - If you have any questions about the required qualifications or how your experience relates to them, please contact us at DNRrecruiting@dnr.wa.gov. A note to potential candidates: Studies have shown that women, trans, non-binary, Black, Indigenous, and people of color (BIPOC) are less likely to apply for jobs unless they feel they meet every qualification as described in a job description. We value diversity and inclusion in our organization, and we are looking for the best person for the job. Don't hesitate to apply!

Supplemental Information

Application Requirements:

- **Apply online:** at www.careers.wa.gov (Click on the APPLY button above).
- **Letter of interest:** describing your specific qualifications to the position and position required, desired, and special requirements.
- **Resume:** that details your experience and qualifications.
- **References:** at least three professional references with current telephone numbers– you may attach a document, use the References text field in the online application, or include it with your resume.
- **Copy of your college degree certificate or an unofficial copy of your transcripts.** If you have questions regarding attaching this document, please contact dnrrecruiting@dnr.wa.gov. If you do not attach your college degree certificate or an unofficial copy of your transcript your application will not move forward in the application process.
- **Important:** Do not attach any documents that include photos or private information (social security number, year of birth, etc.).
- **Complete all supplemental questions.**
- Candidates who move forward in the recruitment process may be contacted via email at info@governmentjobs.com with interview information/scheduling instructions. Please monitor the email listed in your application materials and check your junk email folder to ensure you receive those communications.

Questions? Please contact David Wilderman at David.Wilderman@dnr.wa.gov/360-628-1492 or e-mail us at DNRrecruiting@dnr.wa.gov

Persons needing accommodation in the application/testing process or this job announcement in an alternative format may call (360) 522-2500 or email DNRrecruiting@dnr.wa.gov. Applicants who are deaf or hard of hearing may call through the [Washington Relay Service](#) by dialing 7-1-1 or 1-800-833-6384.

[About the Department of Natural Resources \(DNR\).](#)

At DNR we approach our work through the lens of making Washington a better place environmentally and are dedicated to serving Washington's lands and communities through diversity, equity, and inclusion.

Our Vision – Our actions ensure a future where Washington's lands, waters, and communities thrive.

Our Mission – Manage, sustain, and protect the health and productivity of Washington's lands and waters to meet the needs of present and future generations.

Our Core Values:

- **Safety and Well-Being** —Our top priority is the safety of the public and our employees.
- **Public Service** —We value and respect the public we serve, and we value and respect the people of the Department of Natural Resources who step up to serve.

- Innovation and Creative Problem-Solving — We solve our state’s most pressing challenges through innovative thinking, dedication, and bold and creative vision.
- Leadership and Teamwork —We are committed to building leaders at all levels and building teams for success.

DNR provides excellent benefits, a few of which include:

- Commitment to organizational health and wellness
- Work/life balance
- DNR Employee Resource Groups (Diversity, Equity and Inclusion Council, Women’s Employee Resource Group, Veterans Employee Resource Group, etc.)
- Statewide Employee Business Resource Groups, [visit here to learn more](#)
- Leadership that empowers and supports employees
- Professional development opportunities
- Educational and career development aid
- Public Service Loan Forgiveness Eligibility
- Opportunities to participate in wildland fire suppression assignments
- A comprehensive benefits package that includes employer contributions toward health insurance, paid holidays, retirement plans, sick leave, and vacation days. Visit <http://careers.wa.gov/benefits.html> for more information.

Additional Information:

This recruitment may be extended and may also be used to fill future similar vacancies for up to sixty (60) days.

DNR does not use the E-Verify system. For more information, please visit www.uscis.gov.

Veterans wishing to claim Veteran’s preference please attach a copy of your DD-214, NGB-22, or other verification of military service. Please black out your social security number prior to attaching it. We thank you and are grateful for your service!

Equal Opportunity Employer: The Washington State Department of Natural Resources 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.

Once you submit your online application, you can check your status by logging into your account. If you experience technical difficulties creating, accessing or completing your application call NEOGOV toll-free at (855) 524-5627 or email CareersHelp@des.wa.gov.

Check us out on: [DNR’s website](#) | [Facebook](#) | [Twitter](#) | [Instagram](#) | [YouTube](#) | [WordPress](#)

Benefits

More than Just a Paycheck!

Employee benefits are not just about the kind of services you get, they are also about how much you may have to pay out of pocket. Washington State offers one of the most competitive benefits packages in the nation.

We understand that your life revolves around more than just your career. Like everyone, your first priority is ensuring that you and your family will maintain health and financial security. That's why choice is a key component of our benefits package. We have a selection of health and retirement plans, paid leave, staff training and other compensation benefits that you can mix and match to meet your current and future needs.

Read about our benefits:

The following information describes typical benefits available for full-time employees who are expected to work more than six months. Actual benefits may vary by appointment type or be prorated for other than full-time work (e.g. part-time); view the job posting for benefits details for job types other than full-time.

Note: *If the position offers benefits which differ from the following, the job posting should include the specific benefits.*

Insurance Benefits

Employees and their families are covered by medical (including vision), dental and basic life insurance. There are multiple medical plans with affordable monthly premiums that offer coverage throughout the state.

Staff are eligible to enroll each year in a medical flexible spending account which enables them to use tax-deferred dollars toward their health care expenses. Employees are also covered by basic life and long-term disability insurance, with the option to purchase additional coverage amounts.

To view premium rates, coverage choice in your area and how to enroll, please visit the [Public Employees Benefits Board \(PEBB\) website](#). The [Washington Wellness](#) program from the Health Care Authority works with PEBB to support our workplace [wellness programs](#).

[Dependent care assistance](#) allows the employee to save pre-tax dollars for a child or elder care expenses.

Other insurance coverage for auto, boat, home, and renter insurance is available through payroll deduction.

The [Washington State Employee Assistance Program](#) promotes the health and well-being of employees.

Retirement and Deferred Compensation

State Employees are members of the Washington Public Employees' Retirement System (PERS). New employees have the option of two employer contributed retirement programs. For additional information, check out the [Department of Retirement Systems'](#) web site.

Employees also have the ability to participate in the [Deferred Compensation Program](#) (DCP). This is a supplemental retirement savings program (similar to an IRA) that allows you control over the amount of pre-tax salary dollars you defer as well as the flexibility to choose between multiple investment options.

Social Security

All state employees are covered by the federal [Social Security](#) and Medicare systems. The state and the employee pay an equal amount into the system.

Public Service Loan Forgiveness

If you are employed by a government or not-for-profit organization, and meet the qualifying criteria, you may be eligible to receive student loan forgiveness under the [Public Service Loan Forgiveness Program](#).

Holidays

Full-time and part-time employees are entitled to paid holidays and one paid personal holiday per calendar year.

Note: Employees who are members of certain Unions may be entitled to additional personal leave day(s), please refer to position specific [Collective Bargaining Agreements](#) for more information.

Full-time employees who work full monthly schedules qualify for holiday compensation if they are employed before the holiday and are in pay status for at least 80 nonovertime hours during the month of the holiday; or for the entire work shift preceding the holiday.

Part-time employees who are in pay status during the month of the holiday qualify for the holiday on a pro-rata basis. Compensation for holidays (including personal holiday) will be proportionate to the number of hours in pay status in the month to that required for full-time employment, excluding all holiday hours. Pay status includes hours worked and time on paid leave.

Sick Leave

Full-time employees earn eight hours of sick leave per month. Overtime eligible employees who are in pay status for less than 80 hours per month, earn a monthly proportionate to the number of hours in pay status, in the month to that required for full-time employment. Overtime exempt employees who are in pay status for less than 80 hours per month do not earn a monthly accrual of sick leave.

Sick leave accruals for part-time employees will be proportionate to the number of hours in pay status, in the month to

that required for full-time employment. Pay status includes hours worked, time on paid leave and paid holiday.

Vacation (Annual Leave)

Full-time employees accrue vacation leave at the rates specified in [WAC 357-31-165\(1\)](#) or the applicable collective bargaining agreement (CBA). Full-time employees who are in pay status for less than 80 nonovertime hours in a month do not earn a monthly accrual of vacation leave.

Part-time employees accrue vacation leave hours in accordance with [WAC 357-31-165\(1\)](#) or the applicable collective bargaining agreement (CBA) on a pro rata basis. Vacation leave accrual will be proportionate to the number of hours in pay status, in the month to that required for full-time employment.

Pay status includes hours worked, time on paid leave and paid holiday.

As provided in [WAC 357-58-175](#), an employer may authorize a lump-sum accrual of vacation leave or accelerate the vacation leave accrual rate to support the recruitment and/or retention of a candidate or employee for a Washington Management Service position. Vacation leave accrual rates may only be accelerated using the rates established WAC 357-31-165.

Note: Most agencies follow the civil service rules covering leave and holidays for **exempt** employees even though there is no requirement for them to do so. However, agencies are required to adhere to the applicable RCWs pertaining holidays and leave.

Military Leave

Washington State supports members of the armed forces with 21 days paid military leave per year.

Bereavement Leave

Most employees whose family member or household member dies, are entitled to three (3) days of paid bereavement leave. In addition, the employer may approve other available leave types for the purpose of bereavement leave.

Additional Leave

[Leave Sharing](#)

[Parental Leave](#)

[Family and Medical Leave Act \(FMLA\)](#)

[Leave Without Pay](#)

Please visit the [State HR Website](#) for more detailed information regarding benefits.

Updated 12-31-2022

Employer

State of Washington

Address

[View Job Posting for Agency Information](#)

[View Job Posting for Location, Washington, 98504](#)

Phone

[View Posting for Agency Contact](#)

Website

<http://www.careers.wa.gov>

Natural Areas Program Assistant Ecologist, Natural Resource Scientist 2 (NRSci2) Supplemental Questionnaire

***QUESTION 1**

Please describe what interests you about the Department of Natural Resources.

***QUESTION 2**

Please describe what a work environment based on diversity, equity, inclusivity and belonging means to you.

***QUESTION 3**

Which of the following best describes your education and experience?

- A Bachelor's degree with a major study in "conservation biology," such as restoration ecology, wetlands ecology, range ecology, applied botany, applied ecology, plant ecology, or animal ecology, or a closely related field. AND Three years-professional research work experience in the field of conservation biology, including ecological management, research, and monitoring; or ecological restoration; or providing scientific expertise to maintain species, communities, and ecological processes on natural areas.
- A Master's degree AND One year-professional research work experience in the field of conservation biology, including ecological management, research, and monitoring; or ecological restoration; or providing scientific expertise to maintain species, communities, and ecological processes on natural areas.

- A Ph.D. degree in the field of major study in this specific specialty.
- None of the above

***QUESTION 4**

Have you attached a copy of your college degree certificate or an unofficial copy of your transcripts? This is a required attachment. If you do not attach your college degree certificate or an unofficial copy of your transcript your application will not move forward in the application process.

- Yes
- No

***QUESTION 5**

Do you have experience planning and implementing restoration ecology practices?

- Yes
- No

***QUESTION 6**

Do you have experience using ecological data collection techniques and statistical analysis?

- Yes
- No

***QUESTION 7**

Do you have experience implementing invasive species control practices?

- Yes
- No

***QUESTION 8**

Do you have experience working with GIS-based desktop computer applications?

- Yes
- No

***QUESTION 9**

Do you have a valid unrestricted driver's license and at least two years of driving experience?

- Yes
 No

***QUESTION 10**

Do you have experience in prescribed fire or wildland fire suppression?

- Yes
 No

***QUESTION 11**

Do you now, or will you in the future, require sponsorship for employment visa status (e.g., H-1B visa status, etc.) to work legally for our agency in the United States? DNR is not an E-Verify agency.

- Yes
 No
 Unsure

***QUESTION 12**

Where did you originally hear about this job posting?

- www.dnr.wa.gov
 www.careers.wa.gov
 WA WorkSource office or WorkSourceWA.com
 Governmentjobs.com
 Monster
 Indeed
 LinkedIn
 Twitter
 College/university website/career fair

- Handshake
- Newspaper
- Direct Email Notification
- Statewide Employee Business Resource Groups (BRG)
- Professional/Personal Network
- Job Board
- Job Fair
- Zip Recruiter
- Diversity Jobs
- Facebook
- Other (please specify below)

QUESTION 13

If you answered "other" to the previous question, please specify where you originally learned of this employment opportunity in the space below.

* Required Question