

**State of Washington
Dept. of Natural Resources
invites applications for the position of:
Forest Practices Engineer, Civil Engineer
3/Civil Engineer 2 In-Training**

careers.wa.gov
Working for Washington State

SALARY: \$4,892.00 - \$7,627.00 Monthly
\$58,704.00 - \$91,524.00 Annually

OPENING DATE: 08/03/22

CLOSING DATE: 08/24/22 11:59 PM

DESCRIPTION:



WASHINGTON STATE DEPARTMENT OF
NATURAL RESOURCES



**Forest Practices Engineer, Civil Engineer 3/Civil Engineer 2 In-Training
Recruitment #2022-8-7338
Full-time, Permanent, Represented position
Locations: Olympia, WA**

Want to join something GREAT and make a difference?

Want to apply your engineering expertise in a unique job? Do you have your professional engineer license? Do you want the experience to get your professional engineer license?

This job is different than most and is a real catch. Would you describe yourself as a designer of forest roads and fish passable stream crossings? Do you want to connect with the natural environment in your work? In this job you will use your talent to help protect Washington's natural resources. The benefits to you include a healthy work-life balance, travel throughout this beautiful state and working with people who enjoy the outdoors.

You should apply for this if you:

- Want to manage a portfolio of short-duration review projects.
- Enjoy working independently.
- Would enjoy contributing to forest stewardship through state government regulation.
- Would like to be part of the team of foresters and geologists across the state utilizing your engineering expertise.
- Enjoy teaching others so they are able to understand why engineering matters, i.e., the value we bring.

Come join a small team within the Forest Regulation Division where your engineering skills, land ethic, and people skills will be valued and supported as a Forest Practices Engineer. This position provides statewide engineering review support to our Forest Practices Foresters (FPF's –

regulatory foresters) in the Department of Natural Resources' (DNR) six statewide [Regions](#).

The team is the Forest Practices Engineering Group (FPEG), led by the Forest Practices Lead Engineer (Civil Engineer 4).

FPEG's work area is the entire state. Some travel is required.

The Forest Practices Program covers approximately 9.3 million acres of non-federal, non-tribal forestland in Washington. Ownership patterns range from individuals and families who own small forest parcels, to large holdings owned and/or managed by private corporations and public agencies. The DNR is charged with carrying out the state forest practices laws codified in the [Washington Forest Practices Act](#) (Act). The Act's purpose is to protect public safety, capital improvements of the state and public resources (i.e. wildlife, fish, and water quality), and ensure that Washington continues to support a viable forest products industry.

DUTIES:

Responsibilities:

Approximately 70-percent of your time will be spent in the office and the field, by invitation from the Regions' FPFs, assisting them by reviewing the engineering aspects of forest practices activities prior to a Forest Practices Application (FPA) being submitted, or after the FPA is submitted for review.

What follows is a typical situation you could be involved in. If you are interested in reading more typical situations send an email request to: Mark Stevens at mark.stevens@dnr.wa.gov.

Typical Review Situations

- FPAs with proposed construction of fish passable crossings including bridges, pipes and fords.
- FPAs with proposed road construction on unstable slopes and in mountainous terrain, which have the potential to affect public resources and public safety.
- FPAs with proposed cable logging systems where logs must be suspended over unstable slopes to protect soils and prevent triggering of landslides which would impact public resources and public safety.
- Inspection of completed fish passage structures which appear to be incorrectly installed and the FPF needs engineering evaluation to support enforcement actions.

The above reviews often include participation in an Interdisciplinary Team (IDT) site review convened by the FPF. Participants may include: Biologists from a Tribe(s) and the Washington Department of Fish and Wildlife, a Washington Department of Ecology hydro-geologist, the landowner and their engineering consultant.

QUALIFICATIONS:

This may be filled as an in-training position. Candidates will be considered as Civil Engineer 2 (In-Training) or Civil Engineer 3, depending upon qualifications. The training plan duration is up to 24 months. If the plan is completed in less time, the remainder of the time may be waived. One element of the plan is obtaining a PE license. The DNR will facilitate this by providing limited study time during work hours, coaching the incumbent while enrolled in web-based PE exam review courses and reimbursement for review courses and exam fees. Obtaining a PE license within 24 months of hire is a required qualification to maintain employment in the position.

Required Qualifications:

Civil Engineer 2 (In-Training) required qualifications

(Salary range: \$4,892-\$6,575 per month):

- Bachelor of Science Degree in Civil Engineering, Forest Engineering, or other closely related engineering branch.
- At least one year experience in:
 - The design of fish passable water crossing structures on roads.

- Road design.
- Management and inspection of road construction and maintenance.
- Working with technical drawings and specifications.
- Knowledgeable of:
 - Hydraulic design calculations.
 - Stream simulation structure design.
 - Project management and planning; contract preparation, administration, and compliance; construction techniques and equipment; surveying and surveying principles.
 - Permitting processes including field and/or office assessment of permits for compliance with hydraulic projects and road construction/abandonment rules.
 - Water typing and riparian management zone delineation, riparian and wetland delineation, and forest hydrology.
 - Water-quality regulations and storm water pollution prevention plans.
- DNR Core Competencies:
 - Personal Accountability
 - Value Others
 - Compassionate Communication
 - Inspire Others
 - Commitment to Excellence

Civil Engineer 3 required qualifications

(Salary range: \$5,673-\$7,627 per month):

- Bachelor of Science Degree in Civil Engineering, Forest Engineering, or other closely related engineering branch.
- At least three years' experience in:
 - The design of fish passable water crossing structures on roads.
 - Road design.
 - Management and inspection of road construction and maintenance.
 - Working with technical drawings and specifications.
 - Hydraulic design calculations.
- Experience in:
 - Stream simulation structure design.
 - Project management and planning; contract preparation, administration, and compliance; construction techniques and equipment; surveying and surveying principles.
 - Permitting processes including field and/or office assessment of permits for compliance with hydraulic projects and road construction/abandonment rules.
 - Water typing and riparian management zone delineation, riparian and wetland delineation, and forest hydrology.
 - Water-quality regulations and storm water pollution prevention plans.
- DNR Core Competencies:
 - Personal Accountability
 - Value Others
 - Compassionate Communication
 - Inspire Others
 - Commitment to Excellence
- Demonstrated success in contributing to large-scale engineering projects including proven ability to complete their assigned tasks within the requisite time frames.
- Ability to efficiently and effectively manage multiple projects under multiple timelines within a high stress environment while maintaining a positive attitude.
- Ability to facilitate and achieve results within group meetings where diverse and competing backgrounds and objectives are present.
- Leadership and collaboration, including the ability to listen, understand, facilitate and work skillfully and persuasively in teams. Motivating and positive presence.
- Knowledge of: Principles, practices, and methods of civil engineering, including such specialties as land surveying and mapping, hydraulic structures; arithmetic, geometry, calculus, and engineering formulas; cost estimating; materials testing; methods of stream measurement, including stream flow and scouring action.

Special Requirements and Working Conditions:

- At the time of hire:
An Engineer-in-Training Certificate issued by the Washington State Board of Registration for Professional Engineers and Land Surveyors or another state's jurisdiction.
AND, within two years of hire: A professional engineering (PE) license in either civil, forest, or a closely aligned branch such as environmental, agricultural, or mining is required, issued by the Washington State Board of Registration for Professional Engineers and Land Surveyors.
OR:
If the incumbent possesses a PE license in either civil, forest, or a closely aligned branch such as environmental, agricultural, or mining from another state at the time of hire, it may be substituted for a Washington State PE license, provided the incumbent obtains a Washington State PE license within 6 months of hire.
- The work will be split between an office setting (30%) and in the field (70%). Field work will be conducted in isolated, managed forests throughout Washington State. Must be able to traverse uneven terrain safely by foot and may be exposed to inclement weather, insects and wildlife. Office work is done at a quasi-open work station (i.e., "cubicle").
- Travel will be required with a few overnight stays per month. Field work will be accessed by vehicle, often in remote areas on unpaved road surfaces. A vehicle is assigned to this position
- A valid driver's license and have two years of driving experience. This position requires driving as an essential function. Finalists and/or interview candidates may be asked to provide a driving record from all states in which they have held a license during the past three years.
- Employees of the Department of Natural Resources (DNR) are required to be fully vaccinated against COVID-19 as a condition of employment. This position is based in an office/fieldwork setting and requires in-person attendance/interactions with no option for full-time telework. Please note that any offer of employment is contingent upon you providing verification of your vaccine status. No start date will be approved until you verify your status.

Our ideal candidate will also have the qualifications listed below:

- Knowledgeable of:
 - Timber harvesting methods.
 - Riparian management zones.
- Experience in:
 - Timber harvest unit design and layout.
 - Skyline logging payload analysis.
 - Forest roads including locating and surveying P-lines, construction and abandonment.
 - Surveying and use of equipment to collect and process field data for design and construction of engineering projects.
 - Proficiency in AutoCAD, ArcGIS, HEC-RAS, TraversePC, RoadEng and other engineering software programs.

SUPPLEMENTAL INFORMATION:

[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. With nearly 1,500 employees in locations throughout Washington, we manage and protect more than 5 million acres of state-owned forest, range, commercial, agricultural and aquatic lands.

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 those 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 benefit 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.

Application Requirements:

- To be considered you must apply online at www.careers.wa.gov (Click on the APPLY button above). You must complete the entire online application to be considered for the position.
- Attach a letter of interest describing how your experience and qualifications relate to the position profile and the position required, desired and special requirements.
- Attach a resume describing your experience and qualifications.
- Provide three to five professional references – you may attach a document, use the References text field in the online application, or include with resume.
- Attach a copy of your college degree certificate or an unofficial copy of your transcripts.
- Complete all supplemental questions.
- Candidates whom participate in an interview will be required to submit an example of their technical writing prior to the interview, and to take a test after the interview.

Additional Information:

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

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. We thank you and are grateful for your service!

The 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.

Persons needing accommodation during the screening process or this announcement in an alternative format may contact DNR Recruiting staff at (360) 522-2500 or (360) 522-0143 or by email at DNRrecruiting@dnr.wa.gov. Those with a hearing impairment in need of accommodation are encouraged to contact the Washington State Telecommunications Relay Service (TRS) at 1-800-833-6388 or www.washingtonrelay.com.

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

Questions? Please contact Mark Stevens at mark.stevens@dnr.wa.gov, 360-688-4953 or e-mail us at DNRrecruiting@dnr.wa.gov

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.

Forest Practices Engineer, Civil Engineer 3/Civil Engineer 2 In-Training Supplemental Questionnaire

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

- * 2. Please describe what a diverse and inclusive work environment means to you.

- * 3. Do you have a valid driver's license and at least two years of driving experience?
 Yes
 No
- * 4. Do you have a Bachelor of Science Degree in Civil Engineering, Forest Engineering, or other closely related engineering branch?
 Yes
 No
- * 5. Have you attached a copy of your college degree certificate or an unofficial copy of your transcripts? This is a required attachment.
 Yes
 No
- * 6. Do you have at Engineer-In-Training certificate and at least one year experience in: The design of fish passable water crossing structures on roads, Road design, Management and inspection of road construction and maintenance and Working with technical drawings and specifications?
 Yes
 No
- * 7. Do you have a professional engineering (PE) license in either civil, forest, or a closely aligned branch such as environmental, agricultural, or mining issued by the Washington State Board of Registration for Professional Engineers and Land Surveyors? OR if issued by another state the incumbent must obtain a Washington State PE license within 6 months of hire?
 Yes
 No
- * 8. Do you have at least three years' experience in: The design of fish passable water crossing structures on roads, Road design, Management and inspection of road construction and maintenance, Working with technical drawings and specifications and Hydraulic design calculations?
 Yes
 No
- * 9. Where did you 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
- ZipRecruiter
- DiveristyJobs
- Other (please specify below)

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

* Required Question