



FOREST CREW SUPERVISOR – CF SOUTH PUGET SOUND REGION

Recruitment # 2008-07-1447

AGENCY MISSION AND CHALLENGE

At the Department of Natural Resources (DNR), we support the vision of a sustainable future by protecting and managing the natural resources that belong to the citizens of Washington. We provide professional, forward-looking stewardship of state trust lands, native ecosystems and natural resources under the leadership of the Commissioner of Public Lands, an elected official.

DNR manages over 5 million acres of state-owned land that includes forest, range, commercial, agricultural and aquatic lands. We generate revenue that supports public schools, state institutions and county services. But managing lands is only half of our story. We also protect other public resources such as fish, wildlife, water, and provide public access to outdoor recreation. Two of our largest and most important state-wide resource protection responsibilities are fire prevention and suppression, and overseeing forest practices.

The DNR operates with a biennial budget of approximately \$400 million and has over 1300 employees. For more information about the department, see the DNR website at www.dnr.wa.gov

Job Classification:	Forest Crew Supervisor – Correctional Facilities
Type of Position:	This is a permanent position. This position is represented by the WPEA. Once appointed to this position the incumbent will be required to pay union dues or other representation fee within the first 30 days of employment.
Monthly Salary Range:	\$2920 – \$3819
Benefits Package:	Health and dental insurance, retirement pension, vacation, sick leave and holidays
Posting Date:	July 31, 2008
Closing Date:	Open until filled, with the first screening September 14, 2008
Location:	Mission Creek Correctional Center, Belfair, WA

POSITION PROFILE

This is an entry level, natural resource management position equivalent to other entry level positions within the Department of Natural Resources, such as a Natural Resource Specialist 1 position. However, the salary for this position is 2.5% higher than the Natural Resource Specialist 1 and the position receives half an hour of overtime pay for each day worked with a crew to compensate for being required to monitor the crew during the 30 minute lunch.

This position is an integral part of a field operation that includes forest management and fire suppression. It is one of four positions that train and supervise 10-person, female inmate crews in suppressing wildland fires and accomplishing a variety of forest management tasks on state managed lands in Kitsap, Mason and Pierce Counties.

The job of supervising an inmate crew is considerably different from what is often portrayed by television and the movies. The successful candidate will work in a very positive environment where he or she will gain first-hand, working knowledge of silviculture activities, recreation projects and wildland fire fighting; plus, unlike most other entry level positions, the incumbent will acquire significant experience in supervision and crew management. In addition, crew supervisors derive genuine satisfaction from providing women inmates with the skills, work ethic and self-esteem necessary to become productive members of society when their incarceration ends.

REQUIRED POSITION QUALIFICATIONS

- The applicant must hold an Associates or Bachelors degree.

DESIRED POSITION QUALIFICATIONS

- At least 6 months experience supervising employees.
- Work history showing accountability for production and demonstrated the best use of work time and resources.
- Demonstrated excellence in written and verbal communication skills.
- Demonstrated ability to communicate effectively and keep supervisors, co-workers and clients appropriately informed.
- Possesses forest crafts experience such as: forest seedling planting, forest plantation vegetation management, precommercial thinning, recreation trail and facilities construction and maintenance, welding, chainsaw and hand tools use and maintenance, and/or wildland fire suppression.
- Holds an Associates or Bachelors degree in Forest Management, Natural Resources, Fisheries, Wildlife Biology, Geology, Outdoor Recreation, Environmental Science or a closely related field, as determined by the department.

SPECIAL POSITION REQUIREMENTS AND WORKING CONDITIONS

- Ability to work on uneven terrain in all weather conditions.
- Must have a valid driver's license and have at least two years of driving experience.
- Must be at least 18 years of age at the time of hire.
- Due to the sensitive and confidential nature of this position, BACKGROUND INVESTIGATIONS will be conducted on successful candidates.
- Successful candidates will be required to meet physical fitness standards for arduous level wildfire suppression work. This requires passing a work capacity test by completing within 45 minutes a 3-mile hike carrying a 45-pound pack. Supervised tests are administered by the Department of Natural Resources. Offers of employment are contingent on passing the arduous level pack test. If hired before passing the pack test, failure to pass the test would result in termination of probationary employment. (For promotional candidates, failure would result in reversion from trial service employment.)

WHO MAY APPLY

This recruitment is open to anyone who meets the required qualifications for this position.

APPLICATION PROCESS

To be considered for this position please submit:

- A letter of interest describing how your experience and qualifications relate to the job profile and the required and desired position qualifications. Indicate in your letter of interest how you learned of this opportunity.
- A completed application – [DNR Job Application](#)
- List of five professional references including contact information. The list must include a supervisor (current or most recent) and a peer.
- An online voluntary [Applicant Profile Questionnaire](#). (*This form is submitted online. Please do **not** print out and send in with application materials*).
- Job offer contingent upon evidence of acceptable driving record.

The first screening will be based on information contained in your candidate materials.

Submit all materials by the closing date to:

Electronic method preferred
Gretchen.Murray@dnr.wa.gov

OR other method
ATTN: Gretchen Murray
WA Dept Natural Resources
950 Farman Ave N
Enumclaw, WA 98022

NOTE: Please indicate Forest Crew Supervisor – CF, #2008-07-1447 in the subject line of your e-mail.

By submitting the application materials you are indicating that all information is true and correct to the best of your knowledge. You understand that the state may verify information and that untruthful or misleading information is cause for removal from applicant pool or dismissal if employed.

Questions? Please contact Gretchen Murray at (360)802-7026 or e-mail us at DNRrecruiting@dnr.wa.gov.

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