Service, Science, Sustainability

Under the leadership of the Commissioner of Public Lands, our work at the Department of Natural Resources (DNR) is done with the public’s interest in mind, which means transparency and public knowledge. Our decisions are guided by sound science as we manage state trust lands, native ecosystems and natural resources. We support the vision of a sustainable future by protecting and managing the natural resources so future generations will have them.

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 has an annual operating budget of approximately $187 million and has over 1200 permanent employees with approximately 300 additional staff hired during the summer fire season.

We have some of the most talented people in the industry. We honor diversity in the workplace and support one another with respect and trust. We invite you to learn more about our culture, our careers, and why some of the top forestry and natural science professionals have joined Washington DNR by visiting our DNR website.

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Aquatic Policy Analyst  
Environmental Planner 4  
Recruitment # 2016 - 6999 - 06384

**SALARY RANGE:**  
$4,340 – $5,701 per month

**TYPE OF POSITION:**  
Permanent, Full-time. This position is represented by the WFSE.

**Important Note:** Once appointed to this position the incumbent will be required to pay union dues or other representation fees within the first 30 days of employment.

**LOCATION:**  
Olympia, Washington

**CLOSES:**  
July 10, 2016.

**Note:** Recruitment may be extended after July 10 depending on the quantity and quality of the application pool.

**POSITION PROFILE:**

A Senior Aquatics Policy Analyst within the Aquatic Resources Program at the Department of Natural Resources is responsible for:

- The development of statewide environmental policies, significant new program and policy direction related to the sustainable management of state-owned aquatic lands, working directly with executive management, and program staff, stakeholder groups, and state, federal and local agencies;
- Leading or supporting legislative projects (drafting bill language, fiscal notes and fact sheets), assisting other staff in the development of recommendations for legislative proposals, and working with other agencies and stakeholders
- Leading or co-leading the review and analysis of legislative bills and preparing fiscal notes on behalf of the Division; preparing professional quality bill reviews and fiscal notes;
- Providing expert level consultation to staff on aquatic lands planning and policy development and responding to emerging policy issues;
- Acting as a technical liaison with planning and policy personnel in other state agencies and with staff of regional, local, and federal planning agencies; develops, plans, and coordinates major environmental program planning activities with respect to the management of state-owned aquatic lands. Serves as lead staff on interagency committees;
Develops and/or supervises the preparation of the necessary documents and resource materials for implementation of the aquatic resources program by Division staff, including: guidelines, procedures, and updates to reference manuals and handbooks.

- Identifying and analyzing impacts of projects, policies, and programs at multiple scales, and developing options and recommendations for policy solutions.
- Developing and/or supervising the preparation of the necessary documents and resource materials for implementation of the aquatic resources program by Division staff.

**REQUIRED QUALIFICATIONS:**

- Master’s degree with major emphasis in land use, urban, regional, environmental, natural resource planning or science, geography, land use or environmental law, or closely related field, AND either: three years of professional experience in land use, urban, regional, environmental, or natural resource planning, policy, and/or program development, or; one year of experience as an Environmental Planner 3.
- Demonstrated senior level knowledge of current trends in natural resource issues, environmental laws, policies and programs; natural resource and sustainability planning principles, methods, and techniques; and, the substance and process for regulatory and proprietary laws, rules, and policies related to the management of aquatic resources.
- Highly developed policy analysis skills, including ability to think conceptually, research the issues, analyze impacts of policies and programs at multiple scales and timeframes, draw logical conclusions, identify options, and recommend solutions.
- Excellent writing skills, including the ability to precisely and concisely present information to both technical and layperson audiences using proper grammar and DNR format conventions.
- Fluency in current word processing and spreadsheet software used by DNR or similar software.
- Ability to professionally conduct internal and external outreach and communication related to the programs, policies, and plans developed by the Policy Unit. This includes the ability to effectively communicate in both small and large group settings, and competently represent DNR mission and goals.
- Ability to accept responsibility for major program activities, interpret, and apply policy.
- Ability to work independently.
- Ability to effectively manage multiple projects with competing priorities at once, and to switch focus on projects on a moment’s notice, and
- Proven record of effective collaboration with others, including respectful relationships with team members, others in the agency, outside agencies, and stakeholders.

**DESIRABLE QUALIFICATIONS:**

- Master’s degree in environmental public policy or environmental science, with an emphasis on aquatic resource sciences, marine or biological sciences, and/or marine policy, plus three years or more years of professional as a natural resource policy analyst.
- Demonstrated senior level knowledge of current trends in natural resource issues, environmental laws, policies and programs; natural resource and sustainability planning principles, methods, and techniques; and, the substance and process for regulatory and proprietary laws, rules, and policies related to the management of aquatic resources of the United States, and Washington in particular.
- A proven track record of researching, analyzing, and developing policies;
- Legislative bill review experience and familiarity with the legislative processes, including drafting bill language and the preparation of fiscal notes and facts sheets; and preparing reviews and analyses of legislation.
- Experience conducting SEPA or NEPA impact analysis; and, planning, and policy development related to sustainable management, restoration, and recovery of natural resources.
- Ability to use GIS for analysis.
- Experience instructing and/or checking the work of other staff, and
- Knowledge of the role of DNR and the management of state-owned aquatic lands.

**SPECIAL POSITION REQUIREMENTS AND WORKING CONDITIONS**

- Work is primarily in an office setting, with occasional visits to District offices and field sites. Hours can be somewhat flexible although a five day work week is preferred. Rare overnight travel, evening and weekend work may be required, especially during the legislative session, or when public meetings are underway for selected projects.

**WHO MAY APPLY**

This recruitment is open to anyone who meets the required qualifications for this position.
FOR MORE INFORMATION AND HOW TO APPLY.

Or go to: http://agency.governmentjobs.com/dnr/default.cfm?action=viewJob&jobID=1458707

Questions? Please contact Cyrilla Cook at (360)902-1080, cyrilla.cook@dnr.wa.gov or e-mail us at DNRrecruiting@dnr.wa.gov.