



State of Washington
**Assistant Director of Geologic Hazards and
 Mapping/Assistant State Geologist, WMS3**

SALARY	\$107,064.00 - \$124,876.00 Annually	LOCATION	Thurston County – Olympia, WA
JOB TYPE	Full Time - Permanent	REMOTE EMPLOYMENT	Flexible/Hybrid
JOB NUMBER	2023-8-A233-10178	DEPARTMENT	Dept. of Natural Resources
OPENING DATE	08/08/2023	CLOSING DATE	8/29/2023 11:59 PM Pacific

Description



WASHINGTON STATE DEPARTMENT OF
NATURAL RESOURCES



Assistant Director of Geologic Hazards and Mapping/Assistant State Geologist

Recruitment #2023-8-A233

Full-time, Permanent, WMS, Non-represented position

Location: Natural Resources Building- Olympia, WA

Relocation Compensation may be available and considered

Location and Telework flexibility may be available and considered

Salary: \$107,064.00 - \$124,876.00 Annually

To allow for growth and salary progression the full salary range is: \$107,064.00-\$131,447.00 Annually.

Review of applications is ongoing. The hiring authority reserves the right to make a hiring decision or close this recruitment at any time after 8/22/23. It is in the applicant's best interest to submit material as soon as possible

Want to join something GREAT and make a difference?

Are you a service-oriented leader who is passionate about ensuring geologic information is integrated into everyday thinking and decision making at all state and local levels? Are you excited about the opportunity to create safer, resilient, and prosperous communities in Washington through understanding the complex geology of our state? As the Assistant Director of Geologic Hazards and Mapping, you will use your combination of technical scientific knowledge and outstanding communication skills to play an integral role on the dynamic Washington Geological Survey Management Team. The Survey's mission is to collect, develop, use, distribute, and preserve geologic information to promote the safety, health, and welfare of the people in Washington, protect the environment, and support its economy. You will advance this mission by

directing day-to-day operations of the dedicated and innovative scientists in the Survey's geologic mapping, hazards, and landslide programs under policy guidance and review by the Director.

Duties

Responsibilities:

- Organizes and leads Washington Geological Survey programs related to geological mapping, geologic hazards, and landslides.
- Integrates geologic information and equity and environmental justice into everyday thought processes at the state and local levels.
- Defines strategic work planning goals, establishes performance expectations, evaluates performance by comparing results to desired mission outcomes and provides employee support and development, dispute resolution, and corrective action.
- Collaborates with the Director on the establishment of program priorities, structure, performance deliverables, and biennial budget allocations for each program to ensure strategic alignment with agency plans. Effectively manages the operating budgets and high-level work priorities to accomplish deliverables for each program.
- Leads effective efforts to acquire additional grant funding to achieve desired objectives through participation in competitive funding processes.
- Proposes and develops operational policies, procedures, and processes for consistent implementation of the programs supervised.
- Serves as a DNR senior agency advisor on issues relating to geological sciences, policies, and practices. Representative duties include:
 - Identifies critical and emergent geologic issues, determines agency role, and devises appropriate response and roles of agency. Provides programmatic expertise and assistance to DNR executives and managers.
 - Represents DNR on interagency committees, professional working groups, and task forces at the local, state, national, and international levels.
 - Works with USGS, FEMA, Energy, EPA, and other local, state, and federal agency, DNR executives, elected officials, professionals, stakeholders, and landowners to keep interested and affected parties informed.
 - Provides expert testimony associated with WGS activities to the Attorney General in response to any legal requests.
 - Identifies, proposes, and plans future projects. Decides project priorities and distributes the resources to accomplish WGS objectives directed toward the WGS mission within state laws, policies, and procedures.
 - Originates or collects, distills, and proposes ideas for new projects and programs.
- Reviews geologic and hazard maps and reports being prepared by program scientists. Conducts field reviews of mapping and hazard maps. Reads geologic literature and confers with peers. Attends professional meetings to keep up to date on developments in geology.

Qualifications

Required Qualifications:

- MS. in Geology or related field
- Documented management experience, including project management, supervision, budget development, and strategic planning
- Documented public speaking and scientific professional writing ability
- Key Knowledge and Skills
 - Management and leadership—This position requires excellent abilities as a manager and a leader to be successful. The most important is having a clear vision and strategic plan for implementing the vision. The position must be able to develop, justify, and manage the WGS Hazards and Mapping Programs, and must develop and oversee interagency agreements, MOUs, and contracts governing complex scientific projects.
 - Develop and review projects and research plans: position must be able to adjust deliverables in response to changing scientific information, and facilitate timely completion of ongoing projects.
 - Communication: This position requires exceptionally strong written and oral communication skills, as the position will make presentations to the public, staff, scientific professionals, executive management, tribes,

other government agencies, and other DNR programs. The position must be able to write and speak effectively in plain language while being scientifically accurate.

- Science Background: This position will have a strong background in Washington geology, mapping, and hazards, with graduate research training. This position must be able to evaluate complex research and modeling projects, advanced quantitative analyses, and ensure relevancy to the Division's strategic plans and goals.
- DNR Core Competencies:
 - Personal Accountability
 - Value Others
 - Compassionate Communication
 - Inspire Others
 - Commitment to Excellence

Special Requirements and Conditions of Employment:

- A current Washington Geologist License or must obtain a Washington Geologist License within the first 12 months of hire. To obtain this license, individuals must have a degree in Geology (or equivalent coursework as evaluated by the Geologist Licensing Board), five years of professional experience in the practice of geology, and pass two national exams administered by the National Association of State Boards of Geology, the Fundamentals of Geology exam and the Practice of Geology exam.
- A current Washington Engineering Geology License or must obtain within the first three years of hire. To obtain this license, the above criteria for a Washington Geologist License must be met. In addition, this license requires that five years of professional experience be completed in the field of engineering geology and passing an additional engineering geology exam.
- Works primarily in the Natural Resources Building in Olympia, WA. The office environment is carpeted and consists of a cubicle workstation with a computer in an open space area that is subject to loud noise from nearby conversations, telephones, ventilation, and white noise.
- Occasional overnight travel is required. The employee may need to walk over rough terrain in inclement weather.

Desired Qualifications:

- PhD in Geology or a related field.
- Licensed Hydrogeologist
- Two years of management experience

Supplemental 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.
- **Important:** Do not attach any documents that include photos or private information (social security number, year of birth, etc.).
- Complete all supplemental questions.

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 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.

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 Casey Hanell at casey.hanell@dnr.wa.gov/360-528-1470 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.

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

Agency

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>

Assistant Director of Geologic Hazards and Mapping/Assistant State Geologist, WMS3 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

Do you have a MS. or advanced degree in Geology or related field?

- Yes
 No

*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 currently have a Washington Geologist License or have the ability to obtain within the first 12 months of hire? To obtain this license, individuals must have a degree in Geology (or equivalent coursework as evaluated by the Geologist Licensing Board), five years of professional experience in the practice of geology, and pass two national exams administered by the National Association of State Boards of Geology, the Fundamentals of Geology exam and the Practice of Geology exam.

- Yes
 No

*QUESTION 6

Do you currently have a Washington Engineering Geology License or the ability to obtain within the first three years of hire? To obtain this license, the above criteria for a Washington Geologist License must be met. In addition, this license requires that five years of professional experience be completed in the field of engineering geology and passing an additional engineering geology exam.

- Yes
 No

*QUESTION 7

Do you have documented management experience, including project management, supervision, budget development, and strategic planning?

- Yes
 No

***QUESTION 8**

Do you have documented public speaking and scientific professional writing ability?

- Yes
- No

***QUESTION 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
- Zip Recruiter
- Diversity Jobs
- Facebook
- Other (please specify below)

QUESTION 10

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

* Required Question