



State of Washington  
**Olympic Peninsula District Biologist - Fish and Wildlife  
 Biologist 4 - Permanent - \*04995-25**

<b>SALARY</b>	\$5,812.00 - \$7,817.00 Monthly	<b>LOCATION</b>	Jefferson County - Port Townsend, WA
<b>JOB TYPE</b>	Full Time - Permanent	<b>JOB NUMBER</b>	2025-04995
<b>DEPARTMENT</b>	Dept. of Fish and Wildlife	<b>OPENING DATE</b>	07/18/2025
<b>CLOSING DATE</b>	8/17/2025 11:59 PM Pacific		

## Description



**Title-** Olympic Peninsula District Biologist

**Classification-** Fish & Wildlife Biologist 4

**Job Status-** Full-Time / Permanent

**WDFW Program-** Fish Program – Fish Management Division

**Duty Station-** Port Townsend, Washington – Jefferson County

**Posting Timeline-** This recruitment is scheduled to be posted until August 17, 2025. The first review of applications will take place on August 1, 2025. Application review is ongoing, submit your application materials as soon as possible, this recruitment may be closed at any time.

Learn more about being a member of [Team WDFW!](#)



*Wild steelhead – Photo Credit: Chase Gunnell*

As our fishery management expert for the Olympic Peninsula, you'll play a vital role in conserving and managing anadromous salmonids and inland fish populations.

Through rigorous stock assessments, collaborative negotiations with Treaty Tribes, and data-driven policy recommendations, you'll ensure the sustainable use of fish resources.

This role directly supports WDFW's strategic goal of protecting native fish by addressing critical data gaps and guiding science-based management decisions.

#### What to Expect-

Among the varied range of responsibilities held within this role, the *Olympic Peninsula District Biologist* will,

#### **Program Oversight and Coordination:**

- Develop and implement stock assessment studies to support escapement and catch estimates, stock run reconstructions, and forecast of adult salmon and steelhead abundance.
- Lead a stock assessment team comprised of permanent and temporary Fish and Wildlife Biologists and Scientific Technicians.
- Oversee the development of harvest models used to establish non-treaty commercial and recreational fisheries. Provide analyses and recommendations for in-season run size model updates and fishery adjustments.
- Develop and maintain salmon and steelhead forecasting models, ensuring accurate data management and implementation to support forecasting and fishery scheduling.

#### **Treaty and Non-Treaty Fishing Season Setting, including Direct Involvement in the North of Falcon Process:**

- Serve as District Liaison with WDFW's policy, tribal co-managers, federal agencies, and constituency to facilitate resolutions to technical and policy issues associated with the annual development of salmon fisheries.
- Provide technical expertise and policy guidance for fishery development during the North of Falcon/ Pacific Fishery Management Council (PFMC) process.
- Develop, write, and implement final salmon fishery management, including permanent and emergency fisheries regulations.

#### **Administer and Supervise:**

- Supervise a team of salmon, steelhead, and trout biologists conducting stock assessments, adult abundance estimations, and fishery monitoring and research in District 16.

- Manage recruitment, hiring, budgeting, and oversight to ensure objectives outlined in position descriptions are met.

**Formal Communication of Information and Ideas:**

- Publish scientific findings in peer reviewed publications, books and/or internal reports/memos.
- Disseminate science to the scientific community at the highest level.

**WORKING CONDITIONS:****Work Setting, including hazards:**

- Primarily an office working environment with periodic fieldwork.
- Seasonal high workloads occur during the salmon and steelhead season-setting processes, as well as spawner survey and research activities.
- The salmon season-setting process may involve air travel, long road trips, hotel stays, and ground transportations in unfamiliar locations.
- Fieldwork includes driving and hiking into remote areas on both private and public lands, often conducted alone on foot or in boats. For larger streams, work is conducted in teams.
- Fieldwork is often performed in inclement weather, with varying stream flows, limited visibility, and diverse terrain and stream substrate conditions.
- Tasks may require strenuous activity, such as walking in or along streams with slick boulders, crawling over logjams, wading through moderate to fast currents, or maneuvering watercraft.
- Occasionally lift and carry equipment upwards to or greater than 40 pounds.
- This position may involve working in or near water, including tasks that require navigating, negotiating, and performing duties related to water environments.
- May include snorkeling in cold, fast-flowing/whitewater conditions, and walking over rough terrain in varying environmental conditions.

**Schedule:**

- Primarily Monday-Friday, 8:00 AM – 5:00 PM. However, there is often a need for flexible work scheduling during peak periods.

**Travel Requirements:**

- The salmon season-setting process requires traveling up to seven (7) days per week approximately two (2) times each year. Occasional out-of-state meetings are necessary to report findings from research activities.

**Tools and Equipment:**

- Computer (either desktop and/or laptop) and necessary software, power and drift boats, electro fishers, nets, GPS equipment, motor vehicles, digital camera, flowmeter, radio communication equipment, and a variety of tagging/monitoring equipment including various types of nets.

**Customer Interactions:**

- Interact with the public directly and conduct public meetings, prepare and present before the WDFW Commission, member of multi-agency work groups, primary liaison with tribal co-managers.

**QUALIFICATIONS:****Required Qualifications:**

Four (4) years as a Fish & Wildlife Biologist 3.

**OR**

A Bachelor's degree in fisheries, wildlife management, natural resource science, or environmental science **AND** five (5) years of professional experience in fish management or fish research, wildlife management or wildlife research, or habitat management or habitat research.

**Please Note:**

- A Master's degree in the applicable science may substitute for one (1) year of the required experience.
- A Ph.D. in the applicable science may substitute for two (2) years of the required experience.
- Closely related qualifying experience may be substituted for the required education on a year-by-year basis.

**AND all of the following:**

- One (1) year or more of supervisory experience, including overseeing staff performance, providing guidance, and ensuring project completion.
- Experience analyzing and interpreting complex data to evaluate options and recommend effective courses of action.
- Experience designing and implementing scientific studies to support the management and understanding of fish populations and fisheries.
- Experience delivering verbal reports and presentations to a variety of audiences to convey findings and recommendations.
- Demonstrated ability to prepare written, peer-reviewed publications or technical reports to communicate statistical and scientific findings.
- Proficiency in current fishery science methodologies, including tagging techniques (e.g., Passive Integrated Transponders [PIT], acoustic, radio, genetic), age analysis (e.g., scale and otolith), and habitat assessment.
- Strong communication skills with a proven ability to collaborate with biologists and research scientists across inter- and intra-agency teams.

**Certifications/Licenses:**

Valid Driver's License.

**Special Requirements/Conditions of Employment:**

Successful completion of agency training and/or certification for assigned watercraft, stream surveying, and snorkeling is dependent on supervisory direction, position need and training availability.

**Preferred Qualifications:**

**In addition to the required qualifications, our ideal applicant will possess some or all the following:**

- Master's degree in fisheries management or a similar natural resource field.
- Experience with operating power and drift boats, electro fishers, nets, GPS equipment, motor vehicles (e.g., cars, trucks, 4-wheel drive vehicles), digital cameras, Flowmeters, and radio communications equipment.
- Advanced knowledge of spreadsheets (e.g., Excel), word processing and databases (e.g., Access), PowerPoint presentation software, GIS software (e.g., ArcView), and statistical methodologies.
- Published article(s) as lead author in a peer reviewed journal.
- Experience using a variety of tagging methods to assess the status of fish populations (e.g., PIT, acoustic, genetics, etc.).
- Snorkel Certification.

**Your application should include the following:**

- A completed online application showcasing how your qualifications align with the job requirements.
- An up-to-date resume.

- A cover letter detailing your interest in the position, your relevant skills and experience, and why you are the ideal candidate.
- At least three professional references with current contact information.

## Supplemental Information

In addition to [pay](#) and other [special employee programs](#), there are other [benefits](#) that WDFW employees may be eligible for. Click the “Benefits” tab at the top of this announcement to learn more.

### Important Note:

All new employees must complete an Employment Eligibility Verification Form (I-9 Form) on their first day of work. If hired for this or any position at WDFW, you will be required to provide documentation proving you are eligible to work in the United States. For a list of acceptable documents, please use the following link: <https://www.uscis.gov/i-9-central/form-i-9-acceptable-documents>

### Union - WAFWP:

This position is in the bargaining unit represented by the Washington Association of Fish & Wildlife Professionals and is subject to the terms of the Collective Bargaining Agreement between the State of Washington, Department of Fish & Wildlife, and the Washington Association of Fish & Wildlife Professionals.



### Veteran and Military Spouse Preference Notice:

Per [RCW 73.16.010](#) Veterans and qualifying spouses who meet the minimum qualifications of a position are eligible for preference during the initial application review stage. To receive this benefit, please do the following:

- Notify us of your veteran or military spouse status by email at [Ashley.Lee@dfw.wa.gov](mailto:Ashley.Lee@dfw.wa.gov).
- **Veterans only** – Attach a copy of your DD214 (Member 4 copy), NGB 22 or USDVA signed verification of service letter.
  - Please redact any PII (personally identifiable information) data such as social security numbers.
- Subject line must include recruitment number, position, and spouse/veteran (example: 2024-1234 – Biologist 1 – Veteran)
- Include your name as it appears on your application in careers.wa.gov.



### Diversity, Equity, and Inclusion Employer

*As part of WDFW's efforts to advance respectful and inclusive work environments, the Agency expects inclusivity as part of our professional interactions and communications. Therefore, we want to ensure that all individuals feel welcome, are treated fairly and respectfully. All staff are empowered to fully contribute to serving their work unit, Agency, and the citizens of Washington.*

*The Department of Fish and Wildlife 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, disabled and Vietnam era veterans and people of all sexual orientations and gender identities are encouraged to apply.*

**Request an accommodation:** Persons needing accommodation in the application process or this announcement in an alternative format please contact Jayme Chase by phone 360-902-2278 or email [Jayme.Chase@dfw.wa.gov](mailto:Jayme.Chase@dfw.wa.gov), or the Telecommunications Device for the Deaf (TDD) at 800-833-6388.

**Technical Difficulties:** If you are having technical difficulties creating, accessing, or completing your application, please call NEOGOV toll-free at (855) 524-5627 or [support@neogov.com](mailto:support@neogov.com).

**Other questions:** If you have other questions regarding this position, please reach out to [Ashley.Lee@dfw.wa.gov](mailto:Ashley.Lee@dfw.wa.gov) and reference job #2025-04995.

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## 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, or for loss of pregnancy, are entitled to five (5) 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 07-21-2025

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#### Employer

State of Washington

#### Address

[View Job Posting for Agency Information](#)

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

#### Website

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

### Olympic Peninsula District Biologist - Fish and Wildlife Biologist 4 - Permanent - \*04995-25 Supplemental Questionnaire

#### \*QUESTION 1

Do you have a valid driver's license?

- ☐ Yes, I have a current valid driver's license.
- ☐ No, I do not have a current valid driver's license.

#### \*QUESTION 2

Please select the option below that best describes the highest level of education you have completed.

- ☐ High School Diploma/GED.



- ☐ Some College.
- ☐ Vocational Degree or Certificate.
- ☐ Associate's Degree.
- ☐ Bachelor's Degree.
- ☐ Master's Degree.
- ☐ Ph.D.
- ☐ None of the above.

**\*QUESTION 3**

What is your major area of study? If you possess multiple degrees, please list each degree and major. (If this does not apply to you, please put N/A.) This includes both vocational and college education.

**\*QUESTION 4**

Select the option below that best describes your professional experience in fish management or fish research, wildlife management or wildlife research, or habitat management or habitat research.

- ☐ No experience.
- ☐ Less than 3 years of experience.
- ☐ 3 – 4 years of experience.
- ☐ 4 – 5 years of experience.
- ☐ 5 or more years of experience.

**\*QUESTION 5**

Please briefly describe your professional experience in fish, wildlife, or habitat management or research, wildlife management or wildlife research, or habitat management or habitat research. ("See Resume" is not a valid response, if you do not have this experience, put N/A).

**\*QUESTION 6**

Do you have one (1) or more years of supervisory experience that includes overseeing staff performance?

- ☐ Yes
- ☐ No

**\*QUESTION 7**

Do you have experience delivering verbal reports and presentations to convey findings and recommendations to various audiences?

- ☐ Yes
- ☐ No

**\*QUESTION 8**

Please provide one (1) example of your experience analyzing and interpreting complex data to evaluate options and recommend effective courses of action. ("See Resume" is not a valid response, if you do not have this experience, put N/A).

**\*QUESTION 9**

Please briefly describe your experience designing and implementing scientific studies to support the management and understanding of fish populations and fisheries. ("See Resume" is not a valid response, if you do not have this experience, put N/A).

**\*QUESTION 10**

How did you hear about this job posting? (Select all that apply).

- ☐ American Fisheries Society (AFS)
- ☐ Careers.wa.gov
- ☐ Community Based Organization
- ☐ Community/Technical College
- ☐ Conservation Job Board
- ☐ El Informador
- ☐ Facebook
- ☐ Four W's Fishing Team, LLC – Willard Franklin III, LinkedIn
- ☐ Handshake
- ☐ Hiring Event/Workshop
- ☐ Indeed.com
- ☐ Job Board
- ☐ Job Fair
- ☐ LinkedIn
- ☐ MHCC - Mount Hood Community College
- ☐ Newspaper
- ☐ Other
- ☐ Other State Agency
- ☐ Other Website
- ☐ Professional Association
- ☐ Society of American Foresters (SAF)
- ☐ Texas A&M
- ☐ Twitter
- ☐ University Job Board
- ☐ UW College of the Environment
- ☐ WDFW Employee
- ☐ WDFW Recruiter
- ☐ WDFW Website
- ☐ Word of Mouth
- ☐ WorkSource

**QUESTION 11**

Tell us more – kindly share which website, organization, person, or other source led you to this job posting.

**\*QUESTION 12**

Are you currently an employee of the Washington Department of Fish and Wildlife? This includes permanent, non-permanent, intern, project, and career seasonal.

☐ Yes

☐ No

\* Required Question