



State of Washington

Parks Interpretive Specialist 1 (Moran State Park) Seasonal

SALARY	\$3,665.00 - \$4,632.00 Monthly	LOCATION	San Juan County – Other, WA
JOB TYPE	Full Time - Non-Permanent	JOB NUMBER	2026-00416
DEPARTMENT	Parks and Recreation Commission	OPENING DATE	01/15/2026
CLOSING DATE	1/29/2026 5:00 PM Pacific	SALARY INFORMATION	The high end of the salary range, Step M is typically a longevity step

Description

*Washington State Parks and Recreation Commission***Job Title:** Parks Interpretive Specialist 1**Location:** Olga, WA**Closes:** January 29th, 2026, at 5:00 P.M. **Park Housing is available for this position at a subsidized cost.**

Position Status: *This is a permanent career seasonal position. If hired, you would return to the same park each year for the duration of the season. Season dates are from 4/1 - 9/30. **Benefits eligibility for this position may be different than what's listed in the benefits tab of this recruitment announcement. For more information on employee healthcare benefits eligibility visit - [Public Employee Benefits Board \(PEBB\)](#).***

Under the direction of park management and the lead interpretive specialist, this position provides professional level interpretive services at Moran and Obstruction Pass State Parks on Orcas Island.

This position is not eligible to telework, as physical on-site presence is required to perform essential functions.

The San Juan archipelago north of Puget Sound is like no other place on earth. The cluster of 400 islands and rocks in the heart of the Salish Sea is a world unto itself. Within this watery haven, 16 Washington State Parks welcome locals and visitors to moor, dock, hike, kayak, camp, sightsee and just be on their beautiful shores. Four San Juan Islands and four State Parks are accessible by car on a Washington State Ferry. Park goers can access a few of the additional 12 Marine Island State Parks by commercial water taxi or private boat. The auto-accessible parks are Moran (Orcas), Lime Kiln Point (San Juan), Spencer Spit (Lopez) and Obstruction Pass (Orcas).

The ideal candidate will have the ability to engage visitors with the unique natural environment, rich history, and cultural stories of Moran State Park and the San Juan Islands. If you have a love for nature, history, and people, this is the right position for you!

Duties

Duties include but are not limited to:

- Responsible for the implementation of the site interpretive master plan and programs for Moran & Obstruction Pass State Parks.
- Coordinates and delivers interpretive programs such as guided walks, roving narration, pop-ups, presentations, and Junior Ranger programs for park visitors, schools, and tour groups.
- Assists supervisor with day-to-day operations and management of the Moran State Park Summit Visitor Center, working in conjunction with the Friends of Moran for interpretive topics and presence.
- Assists with public outreach to local partners, schools, and non-profit organizations.
- May act as a liaison in assisting other park areas with coordinating, supporting, and consulting on interpretive activities and programs.
- Independently operates Park vehicles.
- Researches and develops thematic interpretive and educational programs in support of the Interpretive Master Plan and parks educational opportunities.
- Provides technical interpretive expertise for internal and external exhibits, interpretive media publications, brochures, panels, signage, and other educational materials, as directed.
- Assists with curator activities for identification, preservation, and cataloging of historic artifacts, geologic specimens, interpretive collections, relevant records, and library resources for use in interpretive programming and exhibits.

- Maintains interpretive exhibits, collections, and related facilities/structures, such as interpretive trails, kiosks, and information bulletin boards and ensures they are safe and cleaned.
- Provides a range of customer service needs including orientation to park resources and facilities, interpretive opportunities, and other outdoor recreation learning amenities.
- Markets interpretive services and special events within the Park Area and assists with scheduling of services.
- Maintains operational reports required for business practice reviews and interpretive statistics.
- Educates park visitors on rules and regulations that govern activities within the park.

Qualifications

REQUIRED QUALIFICATIONS:

Option 1:

- Four (4) years' experience in historic preservation, historic or natural science research, or interpretation **and** a valid unrestricted (except for corrective lenses) driver's license.

Option 2:

- A bachelor's degree involving major study in interpretation of Pacific Northwest history, American history, anthropology, geology, forestry, archaeology, ecology, or an allied field **and** a valid unrestricted (except for corrective lenses) driver's license.

Option 3:

- A combination of education and experience in historic preservation, historic or natural science research, or interpretation that equals up to four (4) years **and** a valid unrestricted (except for corrective lenses) driver's license.

ADDITIONAL KNOWLEDGE, SKILLS, AND ABILITIES:

- Ability to work independently or lead others while using good judgement.
- Awareness and willingness to follow safety policies and protocols.
- Promotes cooperation and an eagerness and capacity to learn new skills.
- Be a self-starter who can see a project through to completion.
- Ability to communicate effectively both orally and in writing.

CORE COMPETENCIES:

Public Speaking & Interpretive Delivery

- The ability to convey complex natural or historical concepts into engaging, thematic stories for diverse audiences.

Program Development & Research

- Proficiency in researching regional history, geology, and ecology to create new educational curricula and thematic programs.

Public Outreach & Relationship Management

- Building and maintaining partnerships with local schools, non-profits, and community stakeholders.

Marketing & Customer Service

- Promoting park services and events to increase attendance while providing top-tier orientation to park visitors.

The ability to take action to learn and grow:

- Considering and incorporating new information and different perspectives.
- Practicing self-awareness by reflecting on personal strengths, growth areas, and biases.
- Identifying and communicating their needs and challenges openly.

The ability to take action to meet the needs of others.

- Welcoming and valuing different identities and perspectives.
- Increasing access, opportunities, and positive outcomes for others.
- Collaborating with others to overcome challenges and find solutions.

Requirements:

Uniform Information: All Parks Interpretive Specialists are required to wear a uniform. A complete and properly worn uniform helps establish the professional identity of an Interpretive Specialist and promotes respect as a Washington State Parks employee. All Parks Interpretive Specialists will receive the same standard uniform that is issued to the Park Ranger series, to include: shirts, pants, shorts, headwear, sweater, belt, necktie, jacket and badge.

Working Conditions: Position works five (5) days a week, Wednesday - Sunday. Core working hours are 8 a.m. - 5 p.m. Evening may be required periodically. Adjustments to the work schedule may be expected to meet business needs. A flexible work schedule will be considered at the incumbent's request and is subject to supervisory approval. Incumbent is expected to maintain regular and reliable attendance to accommodate office and customer demands. This position will require offsite travel to conduct in-school, other outreach presentations, and interpretive services with the Park Area. Periodic travel between parks and/or statewide for meetings, training, and other field work may be required, including overnight travel.

How to apply:

To ensure consideration, please complete the online job application and profile at www.careers.wa.gov. You must attach or embed in your application the following:

- Letter of interest specifically addressing the qualifications listed in this announcement.
- Current resume.
- Three professional references, if not completed in the application process.

To take advantage of **veteran preference**, please do the following:

- Attach a copy of your DD214 (Member 4 long-form copy), NGB 22, or USDVA signed verification of service letter.

- Please black out any PII (personally identifiable information) data such as social security numbers. Include your name as it appears on your application in careers.wa.gov.
- For more information on Veteran's Preference and instructions on how to check your eligibility, click [here](#).

Supplemental Information

About Parks:

Want to join a great organization? The Washington State Parks and Recreation Commission manages one of the largest, most diverse--and most beautiful--parks systems in the country. With more than 120,000 acres, the system includes 124 developed parks, including 19 marine parks, 11 historical parks, 35 heritage sites, 13 interpretive centers and approximately 500 miles of long-distance recreation trails. Parks is staffed with nearly 1,000 employees (summers), who are some of the most passionate employees you'll find anywhere. For more information on Washington State Parks, click [here](#).

Note: This position is covered by the Washington Federation of State Employees (WFSE). Once the listed position(s) is(are) filled, this recruitment announcement may also be used to fill additional position(s) for up to sixty (60) days.

Prior to a new hire, a background check including criminal record history will be conducted. Information from the background check will not necessarily preclude employment.

Diversity Policy Statement:

The Washington State Parks and Recreation Commission is an equal opportunity employer. We strive to build a workplace culture that is welcoming and inclusive in which all employees feel respected and empowered to bring their unique ideas to the agency. At State Parks, we believe that embracing diverse backgrounds and experiences is essential to growing a strong workforce. We encourage applicants underrepresented in natural resources and outdoor recreation fields to apply, including but not limited to women, Black, Indigenous and people of color (BIPOC), individuals with disabilities, neurodivergent individuals, disabled and Vietnam era veterans, persons over 40 years of age, and individuals who identify as a part of the 2SLGBTQ+ community.

Persons needing accommodation in the application process or this job announcement in an alternative format may contact the human resources office at (360) 902-8565. Applicants who are deaf or hard of hearing may call through the Washington Relay Service by dialing 7-1-1 or 1-800-833-6388.

For information about this recruitment or Parks hiring process, please contact Jenée Kramer at Jenee.Kramer@parks.wa.gov or (360) 902-8569.

For information about this position, please contact Emily Herman at Emily.Herman@parks.wa.gov or (360) 643-5767.



All applicants with a [legal right to work](#) in the United States are encouraged to apply.

[Job Alerts](#) to receive a list of new job postings at Parks.

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 01-07-2026

Employer

State of Washington

Address

[View Job Posting for Agency Information](#)

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

Website

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

Parks Interpretive Specialist 1 (Moran State Park) Seasonal Supplemental Questionnaire

*QUESTION 1

Which best describes how you meet the required qualifications for this position?

- ☐ Four (4) years' experience in historic preservation, historic or natural science research, or interpretation.
- ☐ A bachelor's degree involving major study in interpretation of Pacific Northwest history, American history, anthropology, geology, forestry, archaeology, ecology, or an allied field.
- ☐ A combination of education and experience in historic preservation, historic or natural science research, or interpretation that equals up to four (4) years.
- ☐ I have none of the above experience.

*QUESTION 2

Please list the field in which your degree is in and/or please list your experience in historic preservation, physical/natural science research or interpretation. Please list dates of employment, name of employer, and basic job duties. If this does not apply, enter "N/A".

*QUESTION 3

Do you have a valid unrestricted drivers license (other than corrective lenses)?

- ☐ Yes
- ☐ No

*QUESTION 4

Which best describes your level of experience in public speaking and presentations?

- ☐ I have none of this experience.
- ☐ I have 1 - 11 months of experience.
- ☐ I have 12 - 23 months of experience.
- ☐ I have 24 - 35 months of experience.
- ☐ I have 36 - 47 months of experience.
- ☐ I have 48 months or more of experience.

*QUESTION 5

Which best describes your experience providing formal and non-formal cultural or natural history programs?

- ☐ I have 1 - 11 months of this experience.
- ☐ I have 12 - 23 months of this experience.
- ☐ I have 24 - 35 months of this experience.
- ☐ I have 36 - 47 months of this experience.
- ☐ I have 48 or more months of this experience.
- ☐ I have none of the above experience.

QUESTION 6

Which best describes your experience in recruiting and managing volunteers and/or groups for special events.

- ☐ I have 1 - 11 months of this experience.
- ☐ I have 12 - 23 months of this experience.
- ☐ I have 24 - 35 months of this experience.
- ☐ I have 36 - 47 months of this experience.

- ☐ I have 48 months or more of this experience.
- ☐ I have none of this experience.

***QUESTION 7**

Please describe your experience with public presentations including what topics you have presented on and the audience(s) you presented to. If this does not apply, enter "N/A".

***QUESTION 8**

Please describe your experience in designing and developing thematic programming. If this does not apply, enter "N/A".

QUESTION 9

Which best describes your experience providing interpretive programming or presentations to children?

- ☐ I have 1 - 11 months of this experience.
- ☐ I have 12 - 23 months of this experience.
- ☐ I have 24 - 35 months of this experience.
- ☐ I have 36 - 47 months of this experience.
- ☐ I have 48 months or more of this experience.
- ☐ I have none of this experience.

***QUESTION 10**

Please describe your experience in designing and developing informal/roving type interpretive experiences. If this does not apply, enter "N/A".

***QUESTION 11**

Are able to hold a casual conversation in a second language? If so, please indicate which language(s)

- ☐ Spanish
- ☐ Russian
- ☐ Vietnamese
- ☐ Tagalog
- ☐ Korean
- ☐ Chinese
- ☐ French
- ☐ Mandarin
- ☐ Cambodian
- ☐ Punjabi
- ☐ Other
- ☐ None

***QUESTION 12**

This position requires a fingerprint criminal background investigation prior to employment. Information from the background check will not necessarily preclude employment, but will be considered in determining the applicant's suitability and competence to perform in the position. Are you willing to undergo a criminal background check as a condition of employment?

- ☐ Yes
- ☐ No

* Required Question