

Chehalis Basin Section Manager - Environmental Planner 5 - Permanent - 2025-06767

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Salary	\$82,872.00 - \$111,504.00 Annually	Location ⓘ	Thurston County – Olympia, WA
Job Type	Full Time - Permanent	Remote Employment	Flexible/Hybrid
Job Number	2025-06767	Department	Dept. of Fish and Wildlife
Opening Date	09/25/2025	Closing Date	10/9/2025 11:59 PM Pacific

DESCRIPTION

BENEFITS

QUESTIONS

Description



Title- Chehalis Basin Section Manager

Classification- Environmental Planner 5

Job Status- Full-Time - Permanent

WDFW Program- Habitat Program

Duty Station- Olympia, Washington – Thurston County

Hybrid/Telework- While this position offers a hybrid work arrangement, the successful candidate must be available to report to the Olympia, WA headquarters as needed and frequently engage in meetings and site visits throughout the Chehalis Basin.

Learn more about being a member of **Team WDFW** (<https://wdfw.wa.gov/about/jobs>)!



Photo Caption: Satsop River – Photo Credit: WDFW

Play a role in advancing the Chehalis Basin Strategy and Aquatic Species Restoration Program, efforts dedicated to restoring aquatic species and habitats while reducing flood damage in Washington's second largest river basin.

Envision yourself providing policy coordination and consultation to permitting agencies, state and local governments, and others partners to identify and resolve issues that affect the conservation of fish, wildlife, and habitat.

What to Expect-

Among the varied range of responsibilities held within this role, the Chehalis Basin Section Manager will,

Chehalis Project Management and Policy Coordination:

- Operational planning and oversight of WDFW's engagement in the Chehalis Strategy and implementation of the Aquatic Species Restoration Program.
- Develop and manage contracts. Coordinate with research scientists and monitoring leads to ensure completion of contract deliverables. Organize meetings, workshops, and presentations, and serving as a policy liaison with the Office of the Chehalis Basin, and consulting teams.
- Oversee budgets and manage contracts by tracking expenditures, planning future agency financial and contracting needs, and preparing contract deliverables.
- Address complex scientific and technical inquiries by clearly communicating underlying science and policy considerations and facilitating effective intra- and inter-agency dialogue to support resolution.
- Assemble, organize, and oversee multi-disciplinary teams assigned to resolve major policy issues, analyze proposed projects, and implement new initiatives.
- Work independently to assess information and policy issues and communicate the issues internally and externally, especially to tribal partners.

Chehalis Committee Participation, Coordination and Communication:

- Coordinate WDFW's participation in the appropriate technical and policy forums. This will include frequent communication with WDFW technical and policy staff, external partners, and the consulting team.
- Develop, edit, and deliver presentations, briefings, formal comments, and white papers related to policies, legal issues, and management of natural resources.

Staff Supervision:

- Oversee and assign staff work to complete the agency tasks related to the Chehalis Basin Strategy and Aquatic Species Restoration Program.
- Foster a culture of feedback within the team and ensure staff are conducting work following all applicable safety guidance and requirements.
- Manage performance of team members by setting actionable goals and build positive working relationships.

Working Conditions:

Work setting, including hazards:

- Primarily office work and occasional field work that may include inclement weather and navigating various terrain.
- Travel to meetings, site visits, and workshops and forums throughout the Chehalis Basin.
- This position may involve working in or near water, including tasks that require navigating, negotiating, and performing duties related to water environments

Schedule: Typically, Monday – Friday, 8:00 A.M. – 5:00 P.M. May include some evening and weekend work. Alternative work schedule may be available.

Travel Requirements: Travel 30% of the time. Approximately five (5) days a month includes travel to meetings, site visits, and workshops and throughout the westside.

Customer Interactions: Responsible for issue resolution and interaction with leaders of major stakeholder groups. Excellent personal interaction and diplomacy skills.

Qualifications:

Required Qualifications:

A Bachelor's degree with a major emphasis in natural resource or environmental science, natural resource management, environmental policy, or a closely related field.

And

Five (5) years of professional experience in land use, urban, regional, environmental or natural resource management, planning, and/or program development.

And

Three (3) years of professional experience in the following (experience may be gained concurrently):

- Supervising staff, including mentoring, managing performance, and building positive working relationships.
- Leading and managing major program activities, including development of long-range work plans, successful project implementation, budget development and oversight.
- Transforming complex and sometimes conflicting technical and policy information into clear, practical guidance that supports informed decision-making and effective action.
- Building strong working relationships with stakeholders, speaking to large groups, writing clearly, and running complex programs.
- Strategic problem-solving and active listening.

Please Note: Closely related qualifying experience may be substituted for the required education on a year-by-year basis.

Certifications/Licenses:

Valid Driver's License

Special Requirements/Conditions of Employment:

Successful completion of agency training and/or certification dependent on supervisory direction, position need and training availability.

Preferred Qualifications:

In addition to the required qualifications, our ideal applicant will possess one or more of the following:

- Master's degree with major emphasis in natural resource or environmental science, natural resource management, environmental policy, or a closely related field.
- Experience applying knowledge of fish and wildlife biology, ecology, land-use planning, and natural resource management principles in the context of ecological restoration projects or programs.
- Working collaboratively by creating a cooperative and productive environment in which to resolve problems or develop and implement plans and other work assignments.
- Effectively organize multiple assignments, sometimes of a complex nature or involving competing priorities, to produce work products that are accurate, thorough, and on time.
- Logically integrate various ideas, intentions, and information to form effective goals, objectives, timelines, action plans, and solutions.
- Experience working with or for project proponents or project permitting/licensing entities to successfully develop and/or implement projects, including developing terms and conditions to protect natural resources and mitigate for impacts.

Your application must 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 \(https://ofm.wa.gov/state-human-resources/compensation-job-classes/compensation-administration/salary\)](https://ofm.wa.gov/state-human-resources/compensation-job-classes/compensation-administration/salary), and other [special employee programs \(https://ofm.wa.gov/state-human-resources/compensation-job-classes/compensation-administration/special-employee-programs\)](https://ofm.wa.gov/state-human-resources/compensation-job-classes/compensation-administration/special-employee-programs), there are other [benefits \(https://ofm.wa.gov/state-human-resources/compensation-job-classes/benefits\)](https://ofm.wa.gov/state-human-resources/compensation-job-classes/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> (<https://www.uscis.gov/i-9-central/form-i-9-acceptable-documents>).



Veteran and Military Spouse Preference Notice:

Per **RCW 73.16.010** (<https://apps.leg.wa.gov/RCW/default.aspx?cite=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 Elizabeth.Bullard@dfw.wa.gov (<mailto:Elizabeth.Bullard@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, 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 Elizabeth.Bullard@dfw.wa.gov (<mailto:Elizabeth.Bullard@dfw.wa.gov>) and reference job #2025-06767.

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