



State of Washington

Columbia Basin Compliance Unit Supervisor (WMS1)

SALARY	\$7,265.33 - \$9,145.00 Monthly \$87,184.00 - \$109,740.00 Annually	LOCATION	Spokane County - Multiple Locations, WA
JOB TYPE	Full Time - Permanent	REMOTE EMPLOYMENT	Flexible/Hybrid
JOB NUMBER	2026-HWTR5369-00316	DEPARTMENT	Dept. of Ecology
DIVISION	Hazardous Waste and Toxics Reduction	OPENING DATE	01/15/2026
CLOSING DATE	Continuous		

Description

Keeping Washington Clean and Evergreen

The Department of Ecology is hiring a **Columbia Basin Compliance Unit Supervisor (WMS Band 1)** within the [Hazardous Waste and Toxics Reduction Program](#) (HWTR).

Location:

- Eastern Region Office in [Spokane, WA](#).
- Upon hire, you must live within a commutable distance from the duty station.

Schedule:

- This position will have flexibility of a hybrid schedule, empowering work from home and office, providing less time in traffic and shrinking your carbon footprint. This position will be eligible for up to a 80% telework schedule. Applicants with questions about position location options, telework, and flexible or compressed schedules are encouraged to reach out to the contact person listed below in "other information." Schedules are dependent upon position needs and are subject to change.

Application Timeline:

- **Apply by February 5, 2026**
- This position will remain open until filled. The agency reserves the right to make a hire at any time after application review begins. Applications received after the above date may not be considered.

Ecology is committed to Diversity, Equity, Inclusion, and Respect

Duties

This is a unique opportunity to lead a new consolidated unit at a pivotal moment for the Hazardous Waste and Toxics Reduction (HWTR) program. As the supervisor of the Columbia Basin Compliance Unit, you are not just maintaining the status quo; you are the architect of a newly merged team, bringing together talent from both the Eastern and Central regions. You will have the strategic influence to unify two teams, streamline enforcement consistency, and shape how Washington protects its environment east of the Cascades. You will provide tactical direction to align processes and procedures for this new team. If you enjoy high-level coordination, mentoring professional staff, and coordinating with other compliance unit supervisors to shape and improve program direction this role offers the perfect balance of leadership and technical impact.

HWTR's Columbia Basin Compliance Unit implements the Resource Conservation & Recovery Act (RCRA) and/or the Washington State Dangerous Waste Regulations (WAC 173-303) by conducting inspections at businesses and facilities and investigating complaints or referrals from other agencies. In this role, you will provide strategic leadership and oversight for seven professional staff members. One of these staff members will serve as the team lead and will assist with coordination of inspection planning and technical regulatory interpretations or compliance direction. Your work will focus on the following core areas:

- **Unit Leadership & Strategic Alignment:** You will direct the newly established Columbia Basin Compliance Unit, ensuring all activities align with the HWTR Strategic Plan, the Performance Partnership Agreement with the EPA, and statewide program goals.
- **Supervision & Mentorship:** You will prioritize and oversee the daily work of seven staff members, providing them with the resources and guidance needed to conduct inspections, investigate complaints, and deliver technical assistance.
- **Compliance & Inspection Management:** With support from your team lead, you are responsible for planning and tracking the unit's inspections of hazardous waste generators, transporters, and receiving facilities across both the ERO and CRO regions.
- **Enforcement Oversight:** You will guide your team through the complexities of preparing, issuing, and tracking formal enforcement actions, including administrative orders, penalties, and expedited enforcement offers.
- **Legal & Program Liaison:** You will serve as the primary point of contact for the Attorney General's Office regarding compliance and enforcement cases, ensuring legal coordination is seamless across the regions.
- **Statewide Consistency & Policy Development:** You will represent your unit within the Compliance Network, collaborating on statewide policies and procedures while influencing the recommendations brought to Program Management. You will collaborate with the Unit Supervisors in the Northwest and Southwest regions to ensure statewide consistency for RCRA and WAC 173-303 compliance and plan and advocate for improvements to support inspection work.
- **Environmental Response:** You will manage the investigation of public hazardous waste complaints received through the Environmental Report Tracking System (ERTS) and assign necessary follow-up actions.
- **Resource & Partnership Optimization:** You will explore innovative ways to share workloads through local and state agency government partnerships to ensure efficient use of state resources.

Qualifications

Required Qualifications:

For detailed information on how we calculate experience, please visit our [Recruitment website](#).

You may qualify through a combination of education and experience described below:

A combined total of 8 years of experience and/or education

Experience: Professional experience in environmental protection, hazardous waste/toxic substances regulation, or compliance/enforcement work, including at least one year in a lead or supervisory role. Experience may include:

- Leading or coordinating regulatory inspections or investigations.
- Interpreting and applying state or federal environmental regulations.
- Collaborating across teams or agencies to address compliance or policy issues.

Education: involving a major study in environmental science, environmental planning, business or public administration, urban planning, or closely aligned degree programs.

Examples of how to qualify:

- 8 years of experience.
- 7 years of experience AND 30-59 semester or 45-89 quarter college credits.
- 6 years of experience AND 60-89 semester or 90-134 quarter college credits (Associate's degree).
- 5 years of experience AND 90-119 semester or 135-179 quarter college credits.
- 4 years of experience AND a Bachelor's degree.
- 2 years of experience AND a Master's degree or above

Desired Qualifications:

- Two or more years of supervisory or formal team leadership experience, particularly in a regulatory or environmental context.
- Demonstrated ability to manage performance, prioritize team's workload, resolve conflicts, and support and mentor technical staff.
- Demonstrated emotional intelligence (self-awareness, self-regulation, empathy, relationship building, and motivation) across varied leadership, learning, and communication styles.
- Experience implementing the Resource Conservation & Recovery Act (RCRA) and/or the Washington State Dangerous Waste Regulations (WAC 173-303).
- Demonstrated technical writing skills, including reviewing and editing other's writing for plain language.
- Experience coaching individuals and teams.

- Demonstrated ability to inspire and motivate team members, especially to advocate for direction or policy with which they may not fully agree.
- Demonstrated ability to adjust to changing priorities and unexpected situations in a dynamic work environment.

If you are excited about this role but not sure if your experience aligns perfectly with every qualification in the job description, **we encourage you to apply**. Studies have shown that women and people of color are less likely to apply to jobs unless they meet every single qualification. At the Department of Ecology, we are dedicated to building a diverse and authentic workplace centered in belonging. You may just be the needed candidate for this or other roles.

Supplemental Information

Ecology does not use the **E-Verify** system; therefore, we are not eligible to extend STEM Optional Practical Training (OPT). For more information, please visit www.uscis.gov.

Our Commitment to DEIR

Diversity, Equity, Inclusion, and Respect (DEIR) are core values central to Ecology's work. We strive to be a workplace where we are esteemed for sharing our authentic identities, while advancing our individual professional goals and collaborating to protect, preserve, and enhance the environment for current and future generations.

Diversity: We celebrate and appreciate diversity; our unique perspectives and abilities enrich us all and lead to innovative approaches and solutions.

Equity: We champion equity, recognizing that each of us need different things to thrive.

Inclusion: We intentionally create and hold space so that we all have meaningful opportunities to participate and contribute to Ecology's work.

Respect: We treat each other with respect and dignity, acknowledging the inherent worth of our diverse perspectives and lived experiences, even in times of uncertainty and disagreement.

We believe that DEIR is both a goal and an action. We are on a journey, honoring our shared humanity and taking steps to demonstrate our commitment to a vision where each of us is heard, seen, and valued.

Application Process

Ecology seeks diverse applicants: We view diversity, equity, inclusion, and respect through a broad lens including race, ethnicity, class, age, religion, sexual orientation, gender identity, immigration status, military background, language, education, life experience, physical disability, neurodiversity, and intersectional identities. Qualified job seekers from all backgrounds are encouraged to apply.

How to Apply

Click "Apply" at the top of this page. Complete the entire application, including full work history and responses to all supplemental questions, and attach:

- Cover letter, describing your interest in and qualifications for this position
- Resume

Because we base our selection on the information you provide, it is in your best interest to complete the application thoroughly. A resume will not substitute for the "work experience" section of the application or vice versa. Applications with blank fields or supplemental question responses with comments such as "see resume" may be considered incomplete.

For detailed application information, please visit our [Recruitment website](#).

Application Attestation: By submitting an application, you are affirming that the information contained in your application and on all attachments is complete and truthful. The state may verify this information, and any false or misleading answers may result in rejection of your application or dismissal if employed.

Need an Accommodation?

If you need reasonable accommodation during the application and/or screening process, including this job announcement in an alternate format:

- Please contact us at 360-407-6186 or careers@ecy.wa.gov
- If you are deaf or hard of hearing, you may call through the Washington Relay Service by dialing 711 or 1-800-833-6384.

Questions?

- For specific questions about the position location options, schedule, or duties, please contact **Elaine Snouwaert** at Elaine.Snouwaert@ecy.wa.gov
- If you need assistance applying for this job, are inquiring about the status of your application, would like to request the full position description, or have any other questions, please contact the Recruitment Team

at careers@ecy.wa.gov

About the Hazardous Waste and Toxics Reduction Program

The mission of the Hazardous Waste and Toxics Reduction program is to protect Washington's residents and environment by reducing the use of toxic chemicals, safely managing dangerous waste, preventing new contaminated sites, and cleaning up contamination.

About the Department of Ecology

As the State of Washington's environmental protection agency, we are deeply committed to protecting, preserving, and enhancing Washington's environment for current and future generations. Joining Ecology means becoming part of a team dedicated to protecting and sustaining healthy land, air, water, and climate in harmony with a strong economy. A career in public service at Ecology allows you to help solve some of the most challenging problems facing our state, while keeping your health and financial security a priority. We combine one of the most competitive benefits packages in the nation with a strong commitment to life/work balance. We invest in our employees to create and sustain a working environment that encourages creative leadership, effective resource management, teamwork, professionalism, and accountability.

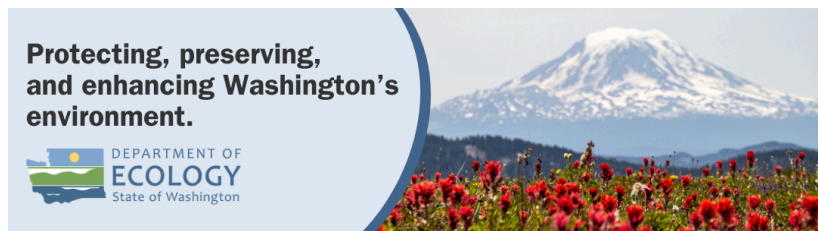
Ecology employees may be eligible for the following: [Medical/Dental/Vision for employee & dependent\(s\)](#), [Public Employees Retirement System \(PERS\)](#), [Vacation, Sick, and other Leave*](#), [11 Paid Holidays per year*](#), [Public Service Loan Forgiveness](#), [Tuition Waiver](#), [Long Term Disability & Life Insurance](#), [Deferred Compensation Programs](#), [Dependent Care Assistance Program \(DCAP\)](#), [Flexible Spending Arrangement \(FSA\)](#), [Employee Assistance Program](#), [Commuter Trip Reduction Incentives \(Download PDF reader\)](#), [Combined Fund Drive](#), [SmartHealth](#) *[Click here for more information](#)

To learn more about Ecology, please visit our [website](#), explore [Working at Ecology](#), check out our [Strategic Plan](#), and connect with us on [LinkedIn](#), [Facebook](#), [Instagram](#), [YouTube](#), or our [blog](#).

Equal Opportunity Employer: The Washington State Department of Ecology 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.

Note: This recruitment may be used to fill other positions of the same job classification across the agency.

#LI-Hybrid



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>

Columbia Basin Compliance Unit Supervisor (WMS1) Supplemental Questionnaire

*QUESTION 1

How did you hear about this job?

- ☐ Community Based Organization
- ☐ Community / Technical College
- ☐ Ecology Employee
- ☐ Ecology Recruiter
- ☐ Ecology Jobs Page
- ☐ Facebook
- ☐ Job Board
- ☐ Job Fair
- ☐ LinkedIn
- ☐ Newspaper
- ☐ Other State Agency
- ☐ Other Website
- ☐ Professional Association
- ☐ Twitter
- ☐ University Job Board
- ☐ WorkSource
- ☐ Other

*QUESTION 2

If you selected Community Based Organization, Community / Technical College, Job Board, Job Fair, LinkedIn Group, Newspaper, Other State Agency, Other Website, Professional Association, University Job Board, WorkSource, or Other, please share which one.

*QUESTION 3

Have you ever worked for the Department of Ecology in any capacity including: Permanent, Non-permanent, Project, Intern, or Volunteer?

- ☐ Yes
- ☐ No

*QUESTION 4

How many years of experience do you have in environmental protection, hazardous waste/toxic substances regulation, or compliance/enforcement work? Note that experience gained from academic coursework, class projects, or other degree requirements is assessed in later questions.

- ☐ Two years
- ☐ Three years
- ☐ Four years
- ☐ Five years

- ☐ Six years
- ☐ Seven years
- ☐ Eight years
- ☐ None of the above

***QUESTION 5**

Please provide additional details to support your response above. The following information is needed: position title(s), specific duties, and periods of employment. Make sure your response specifically addresses the qualification above. An incomplete answer, including "please see resume" may remove you from further consideration.

***QUESTION 6**

How many years of lead or supervisory experience do you have? Please describe the experience.

***QUESTION 7**

How would you describe your leadership style?

***QUESTION 8**

What is your level of education?

- ☐ 30-59 semester or 45-89 quarter college credits
- ☐ 60-89 semester or 90-134 quarter college credits (AA degree)
- ☐ 90-119 semester or 135-179 quarter college credits
- ☐ Bachelor's degree
- ☐ Master's degree or above
- ☐ None of the above

***QUESTION 9**

If you have college credits or a degree, please list your major(s) or field(s) of study and any degree(s) earned. If you don't have this education, put N/A.

***QUESTION 10**

The State of Washington and the Department of Ecology, play a vital role in fostering a Diverse, Equitable, Inclusive, and Respectful (DEIR) workplace and contributing to equitable outcomes for the communities we serve. We view DEIR through a broad lens including: race, ethnicity, class, age, religion, sexual orientation, gender identity, immigration status, military background, language, education, life experience, physical disability, neurodiversity, and intersectional identities. We believe it is everyone's job to contribute to a DEIR workplace. Please tell us, what does it mean for you to have a commitment to DEIR in the workplace? What steps or actions have you taken to demonstrate your commitment previously?

***QUESTION 11**

I understand that Ecology does not use the E-Verify system and is unable to extend STEM Optional Practical Training (OPT).

- ☐ Yes
- ☐ No

***QUESTION 12**

Please describe any experience you have with implementing Resource Conservation & Recovery Act (RCRA) and/or the Washington State Dangerous Waste Regulations (WAC 173-303) or other environmental regulatory compliance. If none, indicate N/A.

* Required Question