



State of Washington

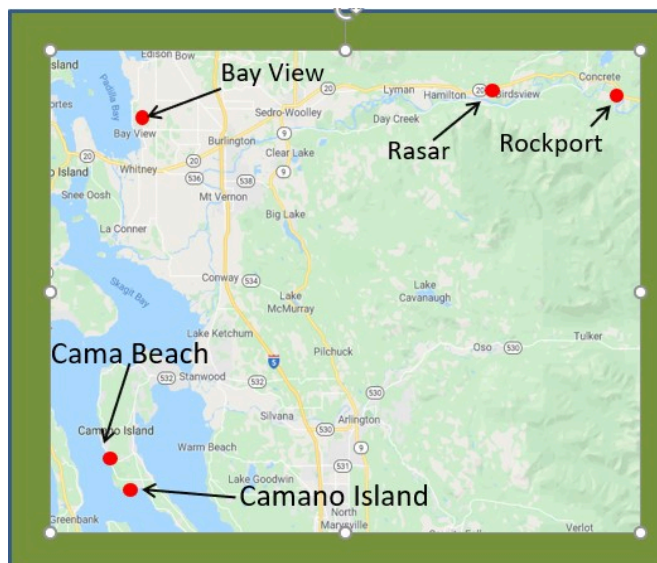
**Park Aide (Salish Foothills Area) Multiple Parks**

<b>SALARY</b>	\$18.33 - \$23.67 Hourly	<b>LOCATION</b>	Multiple Locations Statewide, WA
<b>JOB TYPE</b>	Full Time - Non-Permanent	<b>JOB NUMBER</b>	2026-00248
<b>DEPARTMENT</b>	Parks and Recreation Commission	<b>OPENING DATE</b>	01/12/2026
<b>CLOSING DATE</b>	6/15/2026 11:59 PM Pacific	<b>SALARY INFORMATION</b>	The high end of the salary range, Step M is typically a longevity step

## Description

## Washington State Parks

### Salish Foothills Area



Experience the natural beauty of Washington State Parks and get paid to do it!

Temporary Washington State Park Aide jobs are perfect for:

- People who like to get outside and enjoy nature, do physical work, and contribute to a truly important mission - maintaining a fantastic Parks system for everyone!
- Individuals who are interested in a longer-term career with State Parks. Many permanent staff, including members of our executive team, started their careers as Park Aides.
- Students who are looking for summer work.
- Active retirees looking for work that keeps them moving and doing good in the world. Less than full-time work is a possibility in many locations.

Some benefits you might not know or be thinking about:

- Temporary positions are eligible for vacation and sick leave.
- Holiday pay might be available to you depending on when and how long you work.
- Great teammates who care about their work.
- Learning and refining a set of very practical and transferrable job skills.
- Being in nature is good for your physical and mental well-being.
- Wildlife sightings! From chipmunks and quail, to orcas and moose, and everything in between.

Park Aide jobs can be fun, fulfilling and career starters, but there are a few important things to consider:

- Weekend work is expected, and you might be asked to work evening shifts.
- Our Parks are busiest on spring and summer holidays, so we need more of our workers to be on schedule those days. Getting time off around a holiday is not guaranteed.
- Bathroom cleaning is a task that most Park Aides get to experience fairly regularly.
- Most positions are at least moderately physical – walking, raking, bending, kneeling, lifting and moving lighter items (and heavier ones with assistance). If that is not appropriate for you, but you are still interested, read the announcement carefully to determine if there might be a position dedicated to less physical work at the park(s) you are interested in.

This recruitment will be used to fill multiple non-permanent Park Aide positions located throughout the Salish Foothills Area; Cama Beach, Camano Island, Rasar and Bay View State Parks. The majority of positions are available and may begin March, April, May, or June and generally are 3-5 months in duration. The number of vacancies and housing/RV site availability will vary from park to park.

Positions in this area typically are scheduled to work 40 hours a week, but we may have ability to offer less than full-time work – over the entire period of employment or for specific periods. If you are interested in less than 40 hours a week, just let us know in the supplemental questions section of the application process.

**This position is not eligible to telework, as physical in-office presence is required to perform essential functions.**

*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 benefits eligibility visit - [Public Employee Benefits Board \(PEBB\)](#).*

Park Aide Recruitment Video - Typical Day - Washington State Parks  
<https://www.youtube.com/embed/RtYcFtK4FU?&wmode=opaque&rel=0>

To read about other current and former Park Aides' experiences, click [Here!](#)

**Cama Beach State Park** - (located in Island County) is set in a spectacular, 486-acre waterfront location against a forested backdrop. It is connected by a mile-long trail to the 244-acre Camano Island State Park, which also is open for day use and overnight stays year-round.

**Camano Island State Park**- (located in Island County) is a 244-acre camping park with 6,700 feet of rocky shoreline and beach located an hour from Seattle on beautiful Camano Island. Close to Seattle but a world away, Camano Island State Park offers a mellow, less bustling, but equally friendly alternative to its busier neighbor, Cama Beach State Park. Forest loop trails provide cool, tranquil hiking, while shoreline strolls offer birding, shell and rock exploration and sweeping views of the Puget Sound, Olympic Mountains and Mount Rainier.

**Rasar State Park** - (located in Skagit County) is a 169-acre camping park with 4,000 feet of freshwater shoreline on the Skagit River. Wildlife observation opportunities, especially for eagle watching, are excellent, particularly in early fall and early winter. The park offers playground equipment for kids. There are second-growth trees and ample opportunities for nature study.

**Bay View State Park**- (located in Skagit County) is a 25-acre camping park with 1,285-feet of saltwater shoreline on Padilla Bay. Over 11,000-acres of Padilla Bay are designated as National Estuarine Sanctuary. Breazeale Padilla Bay Interpretive Center is located a half mile north of the park. The park offers views of the San Juan Islands fronting Padilla Bay, one of 28 existing national marine estuaries. On clear days, park users see the Olympic Mountains to the west and Mt. Rainier to the south.

## Duties

Under the supervision of the Park Ranger, Park Aides perform a variety of tasks at a State Park, beach, or historical area. A typical work day may include anything from registering campers and collecting camp fees, to cleaning facilities, mowing lawns, or explaining park rules. The specific duties will have some variation by park location.

Primary duties include, but are not limited to:

- Maintain park facilities through light routine maintenance and janitorial services.
- Clean restrooms and stock cleaning supplies.
- Clean rental properties and perform general housekeeping duties including washing windows, scrubbing floors, mopping, and sweeping.
- Perform grounds maintenance work, such as cutting grass, weeding flower beds, pruning shrubs, raking leaves, and picking up litter.
- Register campers, collect, sort and count revenue.
- Provide park information to visitors and answer phones.
- Maintain park lawns using a mower, weed eater, trimmer, and various maintenance tools.
- Perform daily garbage collection and litter control.
- Drive light trucks or other state vehicles to transport supplies and equipment within the park area; haul garbage.

## Qualifications

### REQUIRED QUALIFICATIONS:

- Must be a minimum of 17 years old.
- Possess a valid (unrestricted) driver's license. - If your DL is out of state (other than WA State), you will be required to show proof of a valid and current unrestricted driver's license at the time of the interview.

### DESIRED QUALIFICATION:

- Possess bilingual skills (Spanish language preferred).

**JOB SPECIFIC COMPETENCIES:**

Ability to learn and interpret park rules, area information, and local history and educate park visitors.  
 Ability to manage multiple projects and maintain organization, communication, and a reasonable completion time and quality.  
 Ability to operate a variety of hand tools, power tools, and small equipment.  
 Ability to perform general maintenance to park buildings and facilities.  
 Ability to perform janitorial services, including the use of chemicals.  
 Ability to perform physical labor for extended periods of time.  
 Ability to work in all weather conditions.  
 Ability to work Saturdays, Sundays, and holidays.  
 Ability to learn about equipment servicing, diagnosing, and maintenance.

**UNIFORM INFORMATION:**

All non-permanent Park Aides are required to wear a uniform. A complete and properly worn uniform helps establish the professional identity of a Park Aide and promotes respect as a Washington State Parks employee. All non-permanent Park Aides will receive 2 shirts, 1 baseball cap, and a clothing stipend of \$75.00 per calendar year. Some positions may qualify for a \$150 clothing stipend depending on the length of the position. Clothing stipends are intended to offset the cost of clothing worn in the workplace such as pants, boots, raingear, etc.

**Supplemental Information**

To ensure consideration, please complete the online job application and profile at [State Parks Jobs](#).

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](#).

NOTE: 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 but will be considered in determining the applicant's suitability and competence to perform in the position. This position is included in the non-supervisory bargaining unit represented by the Washington Federation of State Employees (WFSE). For more information: <https://wfse.org/>.

**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 more information about these positions, please contact recruitment at [HR.Recruitment@parks.wa.gov](mailto:HR.Recruitment@parks.wa.gov) or at (360) 902-8569.



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>

### Park Aide (Salish Foothills Area) Multiple Parks Supplemental Questionnaire

#### \*QUESTION 1

Which one best describes your current age?

- ☐ 16 years or younger
- ☐ 17 years old
- ☐ 18 years old or older

#### \*QUESTION 2

Do you have a valid unrestricted (except for corrective lenses) driver's license?

- ☐ Yes
- ☐ No

#### \*QUESTION 3

Briefly describe why this position interests you and why you would be an asset to Washington State Parks.

Additionally, please explain which of the listed competencies in the job posting, you would bring to this position?

#### \*QUESTION 4

These positions work heavily with the Public. What do you like about working in customer service? What do you find is the most difficult part of working in customer service?

#### \*QUESTION 5

Please provide the earliest date you can start and latest date you're available to work until (i.e. May 1 through September 30)?

#### \*QUESTION 6

Although most positions are full-time, there may be an option for part-time work. Please choose your work schedule preference.

- ☐ Full-time work
- ☐ Part-time work
- ☐ Open to both full-time or part-time work

## QUESTION 7

If you selected part-time work in the previous question, how many hours a week are you willing to work (skip this question if only interested in full-time work)?

- ☐ 35 hours per week
- ☐ 30 hours per week
- ☐ 25 hours per week
- ☐ 20 hours per week
- ☐ Less than 20 hours per week

## \*QUESTION 8

How did you hear about this job opportunity?

- ☐ www.careers.wa.gov
- ☐ Parks' website (www.parks.wa.gov)
- ☐ WorkSource Center or Website (WorkSourceWA.com)
- ☐ Park Ranger
- ☐ Parks' employee
- ☐ Professional/Personal Network
- ☐ College/University/High School Career Fair
- ☐ LinkedIn
- ☐ Facebook
- ☐ Craigslist
- ☐ Indeed
- ☐ Twitter
- ☐ Handshake

## \*QUESTION 9

Are you 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
- ☐ Panjabi
- ☐ Other
- ☐ None

## \*QUESTION 10

Please choose the State Park location(s) where you will definitely accept employment:

- ☐ Cama Beach State Park
- ☐ Camano Island State Park
- ☐ Rasar State Park (Positions are filled but we are still accepting applications)
- ☐ Bay View State Park

## \*QUESTION 11

Are you willing to perform janitorial duties, which may include the cleaning of restrooms/toilets, campsites, picking up litter/garbage?

- ☐ Yes
- ☐ No

## \*QUESTION 12

These positions require 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