



State of Washington
Natural Resources and Agricultural Sciences (NRAS)
Program Manager

SALARY	\$5,917.00 - \$10,860.00 Monthly \$71,004.00 - \$130,320.00 Annually	LOCATION	Multiple Locations Statewide, WA
JOB TYPE	Exempt	JOB NUMBER	2026-00588
DEPARTMENT	Dept. of Agriculture	DIVISION	Agricultural Environmental Services - Natural Resources and AGR Sciences
OPENING DATE	01/23/2026	CLOSING DATE	2/6/2026 11:59 PM Pacific

Description



Washington State Department of Agriculture

AGRICULTURE - A Cornerstone of Washington's Economy

The Washington State Department of Agriculture has been serving the state for more than 100 years. Through service, regulation, and advocacy, we keep agriculture viable and vital in Washington State, while protecting consumers, public health, and the environment. We work extensively with farmers and ranchers, but our responsibilities – from ensuring food safety to environmental protection – touch the lives of millions of people locally, nationally, and abroad.

The agency includes 780 employees approximately and grows close to 1,000 employees at the peak of seasonal work. To learn more and view additional openings, please visit our [Employment Page](#).

<https://www.youtube.com/embed/bpsOtr6yy-o?wmode=opaque&rel=0>

The **Natural Resources and Agricultural Sciences (NRAS)** program works at the interface between agricultural production and environmental quality. Our mission is to provide evidence-based programming to support Washington's agricultural production, public well-being, and ecological health. Research topics include agricultural land use practices, pesticide usage, agricultural chemicals in surface water and groundwater, soil health, water availability and climate change. Collectively, NRAS programs serve to help protect public health and the environment while supporting agricultural viability throughout Washington's diverse cropping systems.

The **Natural Resources and Agricultural Sciences (NRAS) Program Manager** manages the NRAS Program within the AES Division of WSDA and ensures its success and continued progress. This position has four direct reports, as well as responsibilities to all staff under those four supervisors and affiliated support staff. The position oversees the development and implementation of science-based water quality, water quantity, soil health, climate change mitigation and adaptation, agricultural land use and Endangered Species Act (ESA) activities for the agency. Primary duties include supporting NRAS subject matter experts (SMEs) in strategic planning, study design and implementation, funding procurement and budget management, impact tracking, and operational efficiency and success. Duties may also include representing NRAS in local, state, and federal workgroups, as well as to industry and other agricultural stakeholders. This position has scope over programs that affect all agency divisions and is core to the mission and vision of WSDA as it relates to balancing agricultural viability with protection of human health and the environment.

Important Notes:

WSDA is recruiting for a full-time permanent WMS Band 2 within the Agricultural Environmental Services Division. This position is office based and will need to report to the WSDA Headquarter Office located in Olympia or Yakima, Washington. This position is non-represented.

The base pay offered will take into account internal equity and may vary depending on the preferred candidate's job-related knowledge, skills, and experience. The typical starting salary range for this position is: **\$71,004 - \$130,320 annually**.

Duties

Include, but are not limited to:

- Manage, mentor, and guide agency SMEs on agricultural management, land use, soil health, water quality and quantity, ESA, climate change, and other environmental and agricultural topics.
- Plan for long-term growth and success through policy development, legislative activities, and managing all aspects of biennial strategic planning, including strategic plan development, implementation, KPI tracking, and staff engagement.
- Ensure operational efficiency and success by overseeing NRAS engagement with WSDA support programs including but not limited to HR, recruitment, contracts, admin, fiscal, budget, and communications. Develop and implement systems to increase operational efficiency and program impact, including timelines for QAPP/SOP updates, outreach and communication calendars, impact tracking spreadsheets, etc.
- Oversee funding procurement (including through grants and legislative requests), spending (including contracts and grants) and budget management across NRAS programs.
- Liaise across WSDA programs and external partners to maintain awareness of emerging trends, gaps, and threats. Ensure NRAS activities proactively and consistently serve the agency mission and support agency programs.
- Provide technical and strategic support to staff SMEs in the synthesis of high-level research questions and research administration, including in the design and implementation of routine and novel scientific data collection activities.
- Ensure consistency and quality of NRAS data collection, storage, and use, by overseeing annual QC metrics and continually identifying ways to improve data processes and products.
- Ensure NRAS data and SMEs are strategically used in local, state, and federal workgroups, as well as by industry and other agricultural stakeholders. Represent NRAS to the public, the legislature, and other interagency groups as needed.
- Plan, execute, and delegate all aspects of annual all-staff meeting.

Qualifications

Required Qualifications:

- Bachelor's Degree in a Natural or Biological Science, or equivalent experience.

AND

- At least five (5) years of supervisory experience. Experience must include large budget management, managing multiple programs with disparate subject matter expertise.
- Comprehensive understanding of agricultural practices in Washington State.

Preferred / Desired Qualifications:

- Experience working with elected official and policy makers on environmental topics; Have a thorough understanding of agricultural land use practices in Washington State.
- Experience dealing with various stakeholder groups with differing agendas.

Candidates must demonstrate effectiveness in the following areas:

- Effectively advocating for organizational change aligned with agency direction
- Ethics and integrity
- Maintain confidentiality
- Keep promises and commitments to others
- Use public funds and resources appropriately
- Collaborate to build and join spirited teams
- Encourage the people around you by recognizing their contributions.
- Effectively communicate with individuals and groups
- Assure establishment of strategies and goals
- Assure goal measurement and progress reporting

Supplemental Information

Employee Benefits

- A healthy work/life balance, which may include flexible work schedules, and teleworking.
- WSDA provides an excellent benefits package beyond traditional benefits. State employment offers Dependent Care Assistance, Flexible Spending Accounts, Public Service Loan Forgiveness, Tuition Waiver, Deferred Compensation, Employee Recognition Leave; [click here](#) for more information.
- 12 paid [Holidays & Vacation and Leave Accruals](#).
- All Personal Protective Equipment (PPE) required will be provided by the agency.

- Commute Trip Reduction Program.

For more information about the Washington State Department of Agriculture, visit us at www.agr.wa.gov.

How to apply:

You must complete your careers.wa.gov profile and answer the supplemental questions. In addition to completing the online application, and supplemental questions applicants must attach the following documents to their profile to be considered for this position:

- **Current resume detailing experience and education**
- **A cover letter describing how you meet the specific qualifications for this position.**
- **Three professional references**

By submitting these materials, you are indicating that all information is true and correct. The state may verify information. Any untruthful or misleading information is cause for removal from the applicant pool or dismissal if employed.

Applications with comments "see attachments" will be considered incomplete.

If you are having technical difficulties creating, accessing, or completing your application, please call NEOGOV toll-free at (855) 524-5627 or email support@neogov.com.

The initial screening will be solely based on the contents and completeness of your application and the materials submitted. All information may be verified, and documentation may be required. Applications received via e-mail will not be accepted in lieu of applying through the state's on-line recruitment system.

Equity at WSDA

The Department of Agriculture recognizes, appreciates, supports, embraces, and respects all cultural identities and backgrounds while we collaborate in authentic ways. We hire amazing people that share in the commitment to our Pro-Equity Anti-Racist (PEAR) strategic plan, our Healthy Environment for All (HEAL) Act implementation plan, and our unique needs and desires for belonging, respect, and inclusion. We value the growth and development of our team members by providing equitable access to resources and opportunities for continuous learning, improvement, and advancement.

We strive to hire, cultivate, and retain a productive and dedicated workforce that reflects the communities we serve while we are committed to a workplace that celebrates our differences and supports equal opportunity employment and inclusion regardless of race, creed, color, national origin, citizenship or immigration status, marital status, families with children (including pregnancy, childbirth, or related medical conditions), sex, sexual orientation, gender identity diversity, age, status as a protected veteran, honorably discharged veteran or military status, status as an individual with the presence of any sensory, mental, or physical disability or the use of a trained dog guide or service animal by a person with disabilities or other applicable legally protected characteristics. We also consider qualified applicants with criminal histories, consistent with applicable federal, state, and local laws.

Contact Us

Should you have any questions regarding this position or the online application, contact the Human Resource Office at Recruitment@agr.wa.gov.

Prior to a new appointment into the Department of Agriculture, 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.

The Human Resources Division may use referrals from this recruitment to help fill future similar vacancies for up to six months.

Veteran's Preference: Applicants who meet the minimum qualifications and wish to claim Veteran's Preference MUST attach a copy of their DD214, or other verification of military service. Please blackout any personally identifiable data such as social security numbers. For additional information on Veteran's Preference and guidance on how to determine if you are eligible, [click here](#).

Persons with a disability, who need assistance with their application or need this announcement in an alternative format, may call 664-1960 or toll free (877) 664-1960. TTY users should first call 711 to access the Washington Relay Service.

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>

Natural Resources and Agricultural Sciences (NRAS) Program Manager Supplemental Questionnaire

*QUESTION 1

Your preferred name:

*QUESTION 2

Your pronoun(s):

*QUESTION 3

Are you legally authorized to work in the United States?

☐ Yes

☐ No

*QUESTION 4

Will you now or in the future require sponsorship for employment visa status?

☐ Yes

☐ No

*QUESTION 5

How did you hear about this opportunity?

*QUESTION 6

To be considered for this position you must attach a resume, cover letter, and three professional references. Have you attached or included these documents to your application?

☐ Yes

☐ No

***QUESTION 7**

Do you have a bachelor's degree in a Natural or Biological Science?

- ☐ Yes
- ☐ No
- ☐ No, but I have additional qualifying experience to substitute year for year education

***QUESTION 8**

How many years of supervisory experience? Experience must include large budget management, managing multiple programs with disparate subject matter expertise.

- ☐ 1 year of experience
- ☐ 2 years of experience
- ☐ 3 years of experience
- ☐ 4 years of experience
- ☐ 5 years of experience
- ☐ 6 or more years of experience
- ☐ None, I do not have the above experience

***QUESTION 9**

Please describe your supervisory experience. Experience must include large budget management, managing multiple programs with disparate subject matter expertise. If you do not have this experience please type, "N/A" below.

***QUESTION 10**

Do you have comprehensive understanding of agricultural practices in Washington State?

- ☐ Yes
- ☐ No

***QUESTION 11**

Please describe your describe the experience supporting the comprehensive understanding of agricultural practices in Washington State? If you do not have this experience please type, "N/A" below.

* Required Question