

Adaptive Systems and Accountability Manager (EMS Band 2)


(<https://www.governmentjobs.com/careers/washi>)



Salary	\$101,508.00 - \$121,368.00 Annually	Location ⓘ	Thurston County – Olympia, WA
Job Type	Full Time - Permanent	Remote Employment	Flexible/Hybrid
Job Number	2025-PSP-006	Department	Puget Sound Partnership
Opening Date	08/19/2025	Closing Date	9/2/2025 11:59 PM Pacific

DESCRIPTION	BENEFITS	QUESTIONS
-----------------------------	--------------------------	---------------------------

Description



The starting salary offer will be determined based on the successful candidate's qualifications within the range of \$101,508 – \$111,438 annually. There is ability for salary progression in the salary range for the individual.

Who We Are

The Puget Sound Partnership is a non-regulatory state agency under Governor Ferguson's Office leading the region's collective effort to restore and protect the Puget Sound natural ecosystems. Our [mission \(https://psp.wa.gov/puget-sound-partnership.php\)](https://psp.wa.gov/puget-sound-partnership.php) is to accelerate ecosystem recovery with our partners to achieve more vibrant habitats, water quality, food webs, and healthy human populations in Puget Sound.

We are proud to offer a suite of "[Employer of Choice \(http://www.psp.wa.gov/employment.php\)](http://www.psp.wa.gov/employment.php)" initiatives and benefits in addition to [state government's full compensation and benefits \(https://careers.wa.gov/benefits.html\)](https://careers.wa.gov/benefits.html). All of the Partnership's employees have access and are welcome to enjoy the following:

- A healthy/work balance by offering flexible and alternative work schedules.
- Active and engaging equity and inclusion programs, including an affinity group and an employee-led Accountability Buddy Program.
- Exclusive access to the Employee Assistance Program's Work/Life web portal that provides additional benefits and resources to Partnership employees.
- An Infant at Work Program that is based on the long-term health values of infant-parent bonding and breastfeeding newborns.
- An agency-paid ORCA card for public transit use in the Puget Sound region.
- A tax-free hiring incentive that includes a one-time \$200 Amazon allowance for ordering at-home office equipment or preferred supplies to support the telework experience.
- SmartHealth Wellness Program with a \$125 incentive towards state medical plan deductibles each year.
- An annual professional development allowance for gaining skills that advance the employee's career in their current field of work.

Equity and Environmental Justice is foundational to the mission of the Puget Sound Partnership. While responsibilities may vary across our staff for implementing the specifics of our Pro-Equity Anti-Racism (PEAR (<https://gcc02.safelinks.protection.outlook.com/?url=https%3A%2F%2Fwww.psp.wa.gov%2FPEAR.php&data=05%7C02%7Cdenise.ross%40psp.wa.gov%7Cbf1b3978111a4b91a49f08dc6fb3db2e%7C11d0e217264e400a8ba057dcc127d72d%7C0%7C0%7C638508065469652064%7CUnknown%7CTWFpbGZsb3d8eyJWljoimc4wLjAwMDAiLCJQIjoiV2luMzliLCJBTil6lk1haWwiLCJXVCi6Mn0%3D%7C0%7C%7C%7C&sdata=nbst2JU4LqUUtG9kPl37fyS7jSO152Rucs0Sg1DyYyU%3D&reserved=0>)) Strategic Plan and our Healthy Environment for All Act (HEAL) Implementation Plan (<https://gcc02.safelinks.protection.outlook.com/?url=https%3A%2F%2Fwww.psp.wa.gov%2FHEAL-implementation.php&data=05%7C02%7Cdenise.ross%40psp.wa.gov%7Cbf1b3978111a4b91a49f08dc6fb3db2e%7C11d0e217264e400a8ba057dcc127d72d%7C0%7C0%7C638508065469664118%7CUnknown%7CTWFpbGZsb3d8eyJWljoimc4wLjAwMDAiLCJQIjoiV2luMzliLCJBTil6lk1haWwiLCJXVCi6Mn0%3D%7C0%7C%7C%7C&sdata=j745HWJ%2FJTvnDMQcOEI6pPXkarE4aN0xE8lgrEL38il%3D&reserved=0>), we know that each of us must do self-awareness work towards recognizing how extensively systemic racism affects our perspectives and how it impacts others. To be successful in both of these plans, we must advance the powerful mobilization efforts of communities, particularly those of color, who have experienced generations of racist land use decisions and social injustices. As we engage with communities and staff, we must hold ourselves accountable for responding to recommendations intended to remedy inequitable policies, systems, or practices within the Partnership's area of influence. To learn more about Puget Sound Partnership's principles of partner respect and engagement, see [here](https://gcc02.safelinks.protection.outlook.com/?url=https%3A%2F%2Fpsp.wa.gov%2Fpartner-engagement.php&data=05%7C02%7Cdenise.ross%40psp.wa.gov%7Cbf1b3978111a4b91a49f08dc6fb3db2e%7C11d0e217264e400a8ba057dcc127d72d%7C0%7C0%7C638508065469664118%7CUnknown%7CTWFpbGZsb3d8eyJWljoimc4wLjAwMDAiLCJQIjoiV2luMzliLCJBTil6lk1haWwiLCJXVCi6Mn0%3D%7C0%7C%7C%7C&sdata=j745HWJ%2FJTvnDMQcOEI6pPXkarE4aN0xE8lgrEL38il%3D&reserved=0) (<https://gcc02.safelinks.protection.outlook.com/?url=https%3A%2F%2Fpsp.wa.gov%2Fpartner-engagement.php&data=05%7C02%7Cdenise.ross%40psp.wa.gov%7Cbf1b3978111a4b91a49f08dc6fb3db2e%7C11d0e217264e400a8ba057dcc127d72d%7C0%7C0%7C638508065469664118%7CUnknown%7CTWFpbGZsb3d8eyJWljoimc4wLjAwMDAiLCJQIjoiV2luMzliLCJBTil6lk1haWwiLCJXVCi6Mn0%3D%7C0%7C%7C%7C&sdata=j745HWJ%2FJTvnDMQcOEI6pPXkarE4aN0xE8lgrEL38il%3D&reserved=0>).

[5469672328%7CUnknown%7CTWFpbGZsb3d8eyJWljojMC4wLjAwMDAiLCJQIjoiV2luMzliLjBtIl6k1haWwiLCJXVCI6Mn0%3D%7C0%7C%7C%7C&sdata=AXX6nMHFMQmAdjI%2B54mbenMnNhA2io6b1fwAT653XI%3D&reserved=0\).](#)

For more information, visit our website: [www.psp.wa.gov.](http://www.psp.wa.gov/) (<http://www.psp.wa.gov/>).

Duties

Position Details

This full-time Exempt Management Service (EMS) unrepresented position is a member of the Ecosystem Recovery Program and External Programs Division. The position reports to the Director of Ecosystem Recovery. This position is exempt from civil service law and overtime compensation.

As the Adaptive Systems and Accountability (ASAP) Manager, you will provide strategic vision, leadership, and oversight for adaptive management and performance management efforts supporting Puget Sound recovery. You will guide the development and implementation of performance indicators, targets, and accountability mechanisms to ensure evidence-based planning, decision-making, and continuous improvement of recovery strategies. Working across programs, agencies, and the Puget Sound Management Conference, you will lead the creation and enhancement of tools, processes, and information systems that track progress toward recovery goals and meet statutory accountability requirements. You will oversee and mentor a high-performing team, foster innovation and quality improvement, and partner with leadership and stakeholders to address priority accountability issues, advance recovery outcomes, and promote integration across the region's recovery community.

The Adaptive Systems and Accountability Manager is eligible to telework but is required weekly to report on-site for in-office work and possibly meetings with partners at project locations. This position will not be eligible for out-of-state telework. The default assigned work location of all Partnership positions – both on-site and telework – is within the State of Washington. Employees have a choice for their onsite work between our Olympia, Tacoma, or Seattle locations; however, you may be required to work at a specific location occasionally based on business needs. Employees must be able and prepared to report to any of the three locations as requested by agency Leadership.

What does "EMS" mean? Exempt Management Service (EMS) is the term used to identify positions exempt from state civil service law. These positions do not have the same rights as classified positions. [What does exempt from state civil service law mean?](#)

<https://ofm.wa.gov/state-human-resources/compensation-job-classes/management-structures/exempt-civil-service-law>).

The annual starting range of compensation for this position is between \$101,508 - \$111,438 depending upon qualifications. The full position salary range for is \$101,508 - \$121,368. Hiring supervisors can negotiate employment offers with candidates for this recruitment

within the boundaries of the starting salary range based on a formulaic approach. The position range is the broader range the newly hired person can expect their salary to grow during their tenure in the position. Salary ranges will increase when future legislatively approved general wage increases for non-represented state employees occur. Bonuses, benefits, and/or additional pay may be available based on recruitment, retention, and incentives approved through legislative acts.

CONDITIONS OF THE WORKING ENVIRONMENT (with or without accommodations):

Core business hours are 8:00 a.m. to 5:00 p.m., Monday through Friday. There are times when irregular hours will be required. The nature of this role relies heavily on remote and in-person collaboration. This position may require you to work more frequently in an office setting than others if you're unable to effectively conduct work remotely or as business needs arise. Travel requirements will be limited, however, there may be occasions when an employee is required to travel and work to attend meetings or trainings. Duties of this position require the use of standard office furniture and equipment, including setup for remote work. The employee is responsible for providing and maintaining a safe, ergonomic, and secure workspace at their remote location. Newly hired employees must begin their appointment within 90 days of the date of accepting the employee offer and the date employment begins. In addition, if currently living outside of Washington state, newly hired employees must relocate to Washington state within 30 days of starting employment and report to the Olympia office headquarters in person on the first day of employment.

Qualifications

Required Qualifications:

- Experience performing high quality work, projects, or contributions related to social or natural science discipline, planning, resource management, or performance management.
- Relevant professional experience **OR** indigenous knowledge in natural or social sciences, ecosystem-based management, natural resource management, environmental programs and policy, or performance management.
- Expertise in ecosystem-based management, including development of performance metrics, and adaptive management best practices.
- Strong background in strategic planning, program evaluation, and creation of monitoring and evaluation plans to assess effectiveness of management interventions or plan implementation.
- Excellent written and oral communication on complex topics such as ecosystem recovery, protection, and science integration.
- Prior experience should showcase advanced critical thinking, creative problem-solving, and decision-making skills.
- Skilled in project and contract management, database and collaborative software use.
- Committed to advancing equity, inclusion, and justice initiatives.

Preferred Qualifications

These additional qualifications are not required, but highly desirable:

- Six (6) years of relevant professional experience (e.g., natural or social sciences, ecosystem-based management, natural resource management, environmental programs and policy, performance management, or program evaluation).
- Experience managing and motivating a team of working and independent professionals to ensure there is a healthy work life balance for individuals while also ensuring that the core functions of the program excel within the agency.
- Experience developing indicators and targets to use as performance-based assessments for internal or external partners or programs.
- Familiarity with the Open Standards for the Practice of Conservation ("Conservation Standards"), Structured Decision Making, LEAN or other structured project and adaptive management approaches.
- Extensive experience in working with scientists, planners and other technical staff in a variety of organizations, including: state and federal agencies, academic and research institutions, local and Tribal governments, business community, environmental NGO.
- Extensive experience working in Puget Sound.

You don't check every qualification listed? Please apply anyway! Studies have shown that traditionally marginalized communities - such as women, LGBTQ+ and people of color - are less likely to apply to jobs unless they meet every single qualification - even if they might be a great fit for the role! If you're excited about this opportunity but your experience doesn't align perfectly with every single qualification in the job description, we encourage you to still consider applying. If you have lived experience that is equivalent to the preferred experience mentioned above, please apply! Tell us about it in your cover letter and how that experience qualifies you for this work.

Supplemental Information

How to Apply

Your relevant experience may be evaluated to determine salary. Therefore, it is very important that the "Work Experience" portion of the application be completed in as much detail as possible.

In order to be considered for this opportunity, please include the following with your online application:

- An attached Resume outlining (in reverse chronological order) your experience to date.
- An attached Cover Letter that further explains your qualifications and indicates why you believe you are a viable candidate for this role.
- Contact details for a minimum three (3) individuals who can attest to your work performance, technical skills, and job-related competencies. This information can be entered in the "References" section of the online application; does not require an additional attachment.

Please click the "APPLY" button to proceed. Note that you will be prompted to either sign in or create an account. This step is required in order to submit an application to this opportunity. Things we ask you NOT include in your submission:

- Do not include your salary history. Salary offers are based on the quality of your skill set and not whether you have the right salary history.

- Please remove any private or personal information such as your social security number, date of birth, marital status, family status, etc.
- Do not attach documents that are password protected.

NOTE: By submitting these materials, you are indicating that all information is true and correct. The state may verify the information. Any untruthful or misleading information is cause for removal from the applicant pool or dismissal if employed. A resume will not substitute for completing the “duties summary” section of the application. Please do not say “refer to resume for detail” in your question responses, or your application may be disqualified.

OTHER INFORMATION

This is not an employment agreement or contract. Management has the exclusive right to alter this job description at any time without notice.

The Puget Sound Partnership celebrates our differences and we are committed to a workplace that supports equal opportunity employment and inclusion regardless of race, religion, color, national origin, sex (including pregnancy, childbirth, or related medical conditions), sexual orientation, gender identity diversity, age, status as a protected veteran, status as an individual with a disability, or other applicable legally protected characteristics. We will also consider qualified applicants with criminal histories, consistent with applicable federal, state and local laws. Should you have any questions regarding this position or the online application, or need this job announcement in an alternative format, contact jobs@des.wa.gov (<mailto:jobs@des.wa.gov>).

Employer

State of Washington

Address

[View Job Posting for Agency Information](#)

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

Website

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

;