

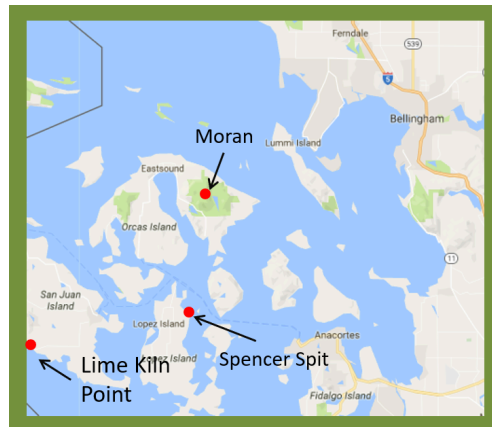


State of Washington
Park Aide (San Juan Area) Marine Parks

SALARY	\$18.33 - \$23.67 Hourly	LOCATION	San Juan County – Other, WA
JOB TYPE	Full Time - Non-Permanent	JOB NUMBER	2026-00249
DEPARTMENT	Parks and Recreation Commission	OPENING DATE	01/12/2026
CLOSING DATE	6/15/2026 11:59 PM Pacific	SALARY INFORMATION	The high end of the salary range, Step M is typically a longevity step

Description

Washington State Parks San Juan 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.

The following parks have low-cost housing options for temporary Park Aides this season: **Moran (Bunkhouse style with shared common spaces; 2 cabins with shared common spaces)**, **Lime Kiln Point (1 Cabin, limited availability)**, **Spencer Spit (Bunkhouse style with shared common spaces)**, and **Sucia Island (Bunkhouse style with shared common spaces available; 2 cabins with shared common spaces; available on Orcas Island)**.

The following parks have low-cost options for a recreational vehicle (trailer, camper, etc.) site for temporary Park Aides this season (most require you to provide own functioning RV, vary in size accommodation and are at a higher rate than State Park's bunk housing): **Moran State Park, Lime Kiln Point State Park, and Sucia Island Marine State Park.**

RV/Trailer spots and housing are available on a first come-first serve basis. Please contact recruitment directly for more information. Contact information is located at the bottom of this job posting.

This recruitment will be used to fill multiple non-permanent Park Aide positions located throughout the San Juan Area; Moran and Spencer Spit State Parks. The majority of positions are available and may begin March, April, May, or June and generally are 3-5 months in duration.

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/RtYcKfK4FU?&wmode=opaque&rel=0>

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

Moran State Park - (located in San Juan County) is 5,252-acres and offers abundant camping (151 sites), five freshwater lakes for swimming and non-motorized boating and more than 30 miles of hiking, bicycling, mountain biking and equestrian trails. Mount Constitution stands 2,409 feet above sea level.

Lime Kiln Point State Park - (located in San Juan County) is a 41-acre day-use park that is easily accessed by car or by bike from Friday Harbor on San Juan Island and is responsible for San Juan Marine Area South. Lime Kiln services 5 smaller, remote, marine state parks, which are only serviceable by boat. The location is considered one of the best places in the world to view whales from a land-based facility. This park is considered one of the best whale-watching spots on earth. The pods, which also include humpback and minke whales, pass through the area every May through September, with peak times depending on salmon runs. Visitors can see the action from a 1919-vintage lighthouse or from a nearby sea cliff. ****These are Senior Park Aide positions ONLY. For additional information and requirements please visit - [Park Aide \(Senior Park Aide\) Statewide job announcement**](#)**

Spencer Spit State Park- (located in San Juan County) is a 138-acre marine and camping park situated on Lopez Island in the Strait of Juan de Fuca and services 2 other marine parks, which are only serviceable by boat. The park is named for the lagoon-enclosing sand spit on which it rests. The park has a reputation for excellent crabbing, clamming and car-top boating. This is one of the few state parks in the San Juan Islands that is accessible by automobile. A sand spit encloses a salt chuck lagoon.

Sucia Island Marine State Park - (located in San Juan County) is a 564-acre park based out of Moran State Park on Orcas Island. Sucia Island Marine State Park, one of the northernmost San Juan islands, is considered the crown jewel of the state's marine park system. With 77,700 feet of shoreline and many anchor spots Sucia Island is considered ranked one of the top boating destinations in the world. The main island is part of a cluster of smaller islands called the "Sucia group". The park also services 7 other marine state parks, only serviceable by boat. ****These are Senior Park Aide positions ONLY. For additional information and requirements please visit - [Senior Park Aide Statewide job announcement**](#)**

Duties

Under the supervision of the Park Ranger, Park Aides in this area perform a variety of tasks at a State Park, beach, or historical area. A typical workday 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:

- All positions- Maintain park facilities through light routine maintenance and janitorial services.
- Maintains marine environment facilities to include docks, moorage buoys, and Compost Toilet waste systems.
- Performs marine vessel operation up to 21 foot in length and safely navigates waterways utilizing GPS and tide charts as well as docking and anchoring vessels.

- Provides water/boater safety, marine animal, and marine vegetation safety information to visitors and answer phones.
- 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; prepare bank transmittals and deposits.
- Perform daily garbage collection and litter control.
- Clean restrooms and stock cleaning supplies.
- Clean rental properties and perform general housekeeping duties including washing windows, scrubbing floors, mopping, and sweeping.
- 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 QUALIFICATIONS:

- Vessel operations.
- Completion of Washington State Boaters Safety Course.
- 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 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 (San Juan Area) Marine 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**

Are 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
- ☐ Punjabi
- ☐ Other
- ☐ None

***QUESTION 9**

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 10**

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

- ☐ Moran State Park

- ☐ Spencer Spit State Park
- ☐ Lime Kiln Point State Park - Senior Park Aide ONLY
- ☐ Sucia Island Marine State Park - Senior Park Aide ONLY

***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**

Briefly describe your experience operating vessels. If this does not apply, please answer, "N/A".

***QUESTION 13**

Have you completed the Washington State Boaters Safety Course?

- ☐ Yes
- ☐ No

***QUESTION 14**

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