

**State of Washington
Dept. of Fish and Wildlife
invites applications for the position of:**

careers.wa.gov
Working for Washington State

Washington Management Service - Statewide Salmon and Steelhead Manager

SALARY: \$63,073.00 - \$92,124.00 Annually

OPENING DATE: 01/28/16

CLOSING DATE: Continuous

DESCRIPTION:



Our Mission
To preserve, protect and perpetuate fish, wildlife and ecosystems while providing sustainable fish and wildlife recreational and commercial opportunities.

Vision
Conservation of Washington's fish and wildlife resources and ecosystems.

Do the words self-motivated, strong leader and problem solver describe you? Are you a seasoned professional who is ready for your next challenge? If so, then this opportunity may be the one for you! The Department of Fish and Wildlife is looking to find a Salmon/Steelhead Manager to join our Fish Program management team.

The Washington Department of Fish and Wildlife (WDFW) is dedicated to preserving, protecting and perpetuating fish, wildlife and ecosystems, while providing sustainable recreational and commercial opportunities dependent on viable fish and wildlife populations. Each day, WDFW employees facilitate fishing, hunting and wildlife viewing opportunities for millions of residents and visitors. WDFW's employees—field and laboratory biologists, geneticists, research scientists, hatchery professionals, policy experts, fully commissioned law enforcement officers, land stewards, lab technicians, property acquisition specialists, customer service representatives and others work throughout the state. WDFW employees protect and restore critical habitat, strive to facilitate species recovery when necessary, and manage hundreds of fish and wildlife species. WDFW employees maintain nearly a million acres of public wildlife lands. They interpret, apply and enforce state and federal laws and collaborate with stakeholders to protect fish and wildlife resources. Find out more about us and the important work we are a part of at

www.wdfw.wa.gov

Applications will be reviewed and interviews held as qualified applicants are identified. The position may be filled and the recruitment closed at any time. Therefore, you are encouraged to submit your application materials as soon as possible

This position is mission-critical for meeting the resource conservation and management mandates applicable to salmon and steelhead resources. It is responsible for preserving, protecting and monitoring salmon and steelhead in Washington, including populations originating in approximately 8000 lakes and 30,000 miles of fish-bearing streams. Critical decisions made by the incumbent of this position affect the health and diversity of at least six species and twelve races of salmon and steelhead. The incumbent will manage an annual budget of nearly \$8 million dollars, and will represent WDFW in international, federal, tribal, regional, local and media forums on anadromous issues. The incumbent will be the senior manager representing the State of Washington in regional forums including, but not limited to the Pacific Salmon Commission and Pacific Fisher Management Council.

The Statewide Salmon and Steelhead Manager leads the development and implementation of long-term strategic vision for all salmon and steelhead fisheries for the Fish Program. The Statewide Salmon and Steelhead Manager reports to the Intergovernmental Salmon Manager and manages the Statewide Salmon and Steelhead Management Program, including six sub-units. Specifically, this position leads the "Planning, Modeling and Verification", "ESA Response", "Sport Fishing Rules", "Scientific Collection Permit" and the "Puget Sound" and "Ocean Management" Teams, including their respective sampling units.

The incumbent will be a senior manager assuring a consistent approach to the in-season management of salmon and steelhead fisheries across the state of Washington. This position entails responsibility for managing and coordinating salmon and steelhead fisheries, managing personnel regionally and statewide, and working with the WDFW Director's Office to facilitate cross-program coordination as necessary.

This position is the Fish Program lead in the development of pre-season fishing plans, in-season management, and post-season reporting for the commercial and recreational fisheries targeting salmon and steelhead in the marine waters of Puget Sound and the Ocean. The Statewide Salmon and Steelhead Manager is responsible for policy implementation and coordination for regional implementation of salmon fisheries in the marine waters of Puget Sound, and salmon and steelhead fisheries in freshwater, as well as ensuring allocation levels are achieved within federal ESA impact levels. The position requires constant exercise of strategic planning and critical decision-making with outcomes affecting the health and diversity of over six species and twelve races of salmon and steelhead.

This position has full responsibility and accountability for the Statewide Salmon and Steelhead annual budget of nearly \$8 million dollars. The incumbent will lead a program of 3 direct reports and a total of 54.6 full time employees. She or he will be involved in effectively recommending disciplinary actions, hiring, termination, and compensation to the Fish Program Director and/or Deputy Assistant Director. She or he will review, recommend and collaborate with Agency staff to implement all applicable state laws and agency policies pertinent to salmon and steelhead. The incumbent will manage and/or oversee management of commercial and recreational salmon and steelhead fisheries, where decisions are often worth hundreds of thousands of dollars to local economies. The incumbent will ensure that all salmon and steelhead management activities are aligned with the agency mandate for preservation, protection, and perpetuation of salmon and steelhead populations in Washington State.

DUTIES:

Develops and implements long term statewide salmon and steelhead strategic plans, including annual operational plans to meet conservation goals and sustainable recreational and

commercial opportunities.

Provides strategic direction for recovery, protection, and conservation planning of ESA listed salmon and steelhead populations (e.g. Puget Sound Chinook, Puget Sound Steelhead, etc.) Leads the Fish Program team of Managers and Biologists through the annual interjurisdictional salmon season setting process known as the Pacific Fishery Management Council / North of Falcon Process.

Leads Key Agency Publications, including the Sport Fishing Rules pamphlet with a distribution of nearly a million paper copies in addition to electronic downloads.

Effectively represents the the State of Washington in numerous forums, including the Pacific Salmon Commission, Pacific Fishery Management Council, etc.

Represents WDFW and the State of Washington in international, federal, tribal, regional, local, and media forums on anadromous issues statewide. Oversees permitting and reporting for commercial and recreational fisheries and researches take or potential take of listed anadromous fish species to ensure compliance with Federal Permit Guidelines.

Develops, reviews, recommends, and presents draft legislation, policies and technical information to the Fish and Wildlife Commission, technical groups, advisory committees, and the public.

Leads the Fish Management Division's implementation of the 21st Century Salmon and Steelhead / Conservation Initiative framework plans.

Outcomes affect a number of diverse constituencies statewide many times with competing interests.

Serves as the lead for the Fish Program on Agency Performance Measures (GMAP) and Priorities of Government.

Collaborates with the Fish Management Division Manager, Regional Fish Program Managers, and other regional staff to develop strategies to implement priority Fish Program activities.

Working Conditions

Hours of work are generally 40 hours per week, Monday through Friday, from 8 AM to 5 PM. The working environment is primarily in the office or meeting rooms, using a personal computer. Travel around the state and Canada are required. While travel requirements may vary and exceed this estimate, WDFW anticipates that in general, travel may occur during up to 20% of work time. Extensive external communication and coordination with International entities (PSC, CDFO), Public, Tribal Governments and Representatives, Legislators, other states, and Federal entities (NOAA, USFWS) is required.

QUALIFICATIONS:

Bachelor's degree in Fisheries, Biology, Natural Resources Science or related field. A minimum of five years of progressively higher responsible management experience in the area of natural resources. Well- developed communication skills (written and oral) are required. An in-depth understanding of fish conservation and fisheries management principles, Endangered Species Act law, Tribal law, and administration skills. This position requires excellent leadership, interpersonal communication, and conflict resolution skills.

Preferred candidate will have:

Working knowledge of and demonstrated expertise in strategic planning, comprehensive management systems, total quality management, risk assessment, team building, conflict resolution, negotiation, citizen participation strategies, research and evaluation design, natural fishery resource management principles, grant acquisition and administration, public personnel rules and regulations, budget development and management, cultural diversity, tribal interactions, staff motivation/supervision/mentoring, and communication strategies.

To be competitive for this position, an applicant should demonstrate the following competencies:

Competencies – Strong skills sets in the following:

Leading People

Human Capital Management: Builds and manages a diverse, talented workforce based on organizational goals, budget considerations, and staffing needs. Ensures that employees are appropriately recruited, selected, appraised, and rewarded.

Performance Management: Gives clear direction, sets performance expectations, and holds staff accountable for accomplishing. Takes timely corrective action to improve staff performance issues. Writes effective performance evaluations.

Conflict Management: Encourages creative tension and differences of opinions. Anticipates and takes steps to prevent counter-productive confrontations. Manages and resolves conflicts and disagreements in a constructive manner.

Leverage Diversity: Fosters an inclusive workplace where diversity and individual differences are valued and leveraged to achieve the vision and mission of the organization.

Developing Others: Develops the ability of others to perform and contribute to the organization by providing ongoing feedback and by providing opportunities to learn through formal and informal methods.

Team Building: Inspires and fosters team commitment, spirit, pride, and trust. Facilitates cooperation and motivates team members to accomplish group goals.

Results Driven

Accountability: Holds self and others accountable for measurable high-quality, timely, and cost-effective results. Determines objectives, sets priorities, and delegates work. Accepts responsibility for mistakes. Complies with established control systems and rules.

Customer Service: Anticipates and meets the needs of both internal and external customers. Delivers high-quality products and services; is committed to continuous improvement.

Decisiveness: Makes well-informed, effective, and timely decisions, even when data are limited or solutions produce unpleasant consequences; perceives the impact and implications of decisions.

Problem Solving: Identifies and analyzes problems; weighs relevance and accuracy of information; generates and evaluates alternative solutions; makes recommendations.

Technical Credibility: Understands and appropriately applies principles, procedures, requirements, regulations, and policies related to specialized expertise.

Leading Change

Creativity and Innovation: Develops new insights into situations; questions conventional approaches; encourage new ideas and innovations; designs and implements new or cutting edge programs and processes.

External Awareness: Understands and keeps up-to-date on local, national, and international policies and trends that affect the organization and shape stakeholders' views; is aware of the organization's impact on the external environment.

Flexibility: Is open to change and new information; rapidly adapts to new information, changing conditions, or unexpected obstacles.

Resilience: Deals effectively with pressure; remains optimistic and persistent, even under adversity. Recovers quickly from setbacks.

Strategic Thinking: Formulates objectives and priorities, and implements plans consistent with long-term interests of the organization in a global environment. Capitalizes on opportunities and manages risks.

Vision: Takes a long-term view and builds a shared vision with others; acts as a catalyst for organizational change. Influences others to translate vision into action.

SUPPLEMENTAL INFORMATION:

To apply for this position you MUST complete your profile at www.careers.wa.gov and attach the following to your profile before completing the online application:

A cover letter describing how you meet the qualifications and competencies for this position

- Collaborates with the Fish Management Division Manager, Regional Fish Program Managers, and other regional staff to develop strategies to implement priority Fish Program activities.

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Preferred candidate would have:

Working knowledge and skills in strategic planning, comprehensive management systems, total quality management, risk assessment, team building, conflict resolution, negotiation, citizen participation strategies, research and evaluation design, natural fishery resource management principles, grant acquisition and administration, personnel rules and regulations, budget development and management, cultural diversity, tribal interactions, staff motivation/supervision/mentoring, and communication strategies.

Competencies – Strong skills sets in the following:

Leadership, Coaching and Mentoring
Communication skills
Decision making
Budget development/oversight/management
Planning and organizing
Accountability and Dependability

SUPPLEMENTAL INFORMATION:

To apply for this position you MUST complete your profile at www.careers.wa.gov and attach the following to your profile before completing the online application:

A cover letter describing how you meet the qualifications and competencies for this position (generic cover letter will not be accepted)

Resume

Three professional references (personal references do not count as professional)

Please note: Failure to follow the above application instructions will lead to disqualification. E-mailed documents will not be accepted in lieu of attaching your documents to the online profile. Upon submission of your online application, you will immediately receive a confirming e-mail. You will then be notified via e-mail of your status during the process. In addition to the e-mail notifications, you can check the status of your application at any time by visiting your online profile at www.careers.wa.gov. Due to the high volume of applications that we receive, we ask your understanding and encourage you to use the online process and avoid calling for information.

The Department of Fish and Wildlife 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, disabled and Vietnam era veterans and people of all sexual orientations and gender identities are encouraged to apply. Persons needing accommodation in the application process or this announcement in an alternative format may call (360) 902-2276 or the Telecommunications Device for the Deaf (TDD) at (800) 833-6388.

Statewide Salmon and Steelhead Manager (WMS03) Supplemental Questionnaire

- * 1. Have you ever been convicted of a misdemeanor or felony within the last ten (10) years?
 Yes No

- * 2. Do you have a valid Washington State, or other state, driver's license? (If selected for an interview, you may be asked to furnish your license and driving record.)
 Yes No

- * Required Question