

# Site Manager (Natural Resource Scientist 3)

[APPLY](#)

**Salary**

\$63,216.00 - \$85,020.00 Annually

**Location**

Thurston County – Lacey, WA

**Job Type**

Full Time - Permanent

**Remote Employment**

Flexible/Hybrid

**Job Number**

2023-TCP2566-06496

**Department**

Dept. of Ecology

**Division**

Toxics Cleanup

**Opening Date**

05/12/2023

**Closing Date**

Continuous

- [DESCRIPTION](#)
- [BENEFITS](#)
- [QUESTIONS](#)

**Description**





### Keeping Washington Clean and Evergreen

The **Toxics Cleanup Program** within the Department of Ecology is looking to fill a **Site Manager (Natural Resource Scientist 3)** position. This position is located in our **Southwest Region Office (SWRO)** in [Lacey, WA](#). Upon hire, you must live within a commutable distance from the duty station.

As the Site Manager, you will review work plans and studies to assess potential impacts and the most effective methods to effectively clean up contaminated sites. In this role, you will serve as a research specialist and project manager to achieve site cleanup goals during remedial investigations, feasibility studies, and other phases of cleanup. You will work cooperatively with Ecology staff, the Attorney General's Office, liable parties, resource agencies, local government, and Tribes to coordinate cleanup and restoration.

**Program Mission.** The mission of the Toxics Cleanup Program (TCP) is to protect Washington's human health and environment by preventing and cleaning up pollution, supporting sustainable communities, and protecting natural resources for the benefit of current and future generations. We envision a clean, healthy, sustainable environment supporting livable communities and a vibrant economy throughout the State of Washington.

**Tele-work options for this position:** This position will be eligible for up to a 90% tele-work schedule. Applicants with questions about position location options, tele-work, and flexible or compressed schedules are encouraged to reach out to the contact person listed below in "other information." Schedules are dependent upon position needs and are subject to change.

**Application Timeline:** This position will remain open until filled, with an initial screening date of May 22, 2023. In order to be considered for initial screening, please submit an application on or before **May 21, 2023**. The agency reserves the right to make an appointment any time after the initial screening date.

Ecology employees may be eligible for the following:  
Medical/Dental/Vision for employee & dependent(s), Public Employees Retirement System (PERS), Vacation, Sick, and other Leave\*, 11 Paid Holidays per year\*, Public Service Loan Forgiveness, Tuition Waiver, Long Term Disability & Life Insurance, Deferred Compensation Programs, Dependent Care Assistance Program

[\(DCAP\)](#), [Flexible Spending Arrangement \(FSA\)](#), [Employee Assistance Program](#), [Commuter Trip Reduction Incentives \(Download PDF reader\)](#), [Combined Fund Drive](#), [SmartHealth](#) \*[Click here for more information](#)

### **About the Department of Ecology**

Protecting Washington State's environment for current and future generations is what we do every day at Ecology. We are a culture that is invested in making a difference. Join a team that is highly effective and collaborative, with leadership that embraces the value of people. To learn more, check out our [Strategic Plan](#).

Ecology cares deeply about employee wellness; we go beyond traditional benefits, proudly offering:

- A healthy life/work balance by offering flexible schedules and telework options for most positions.
- An Infants at Work Program that is based on the long-term health values of infant-parent bonding and breastfeeding newborns.
- Continuous growth and development opportunities.
- A wellness program that offers education, fitness classes, and an agency-wide fondness for outdoor meetings.
- Opportunities to serve your community and make an impact through meaningful work.

### **Our commitment to DEIR**

**Diversity, equity, inclusion, and respect (DEIR)** are core values central to Ecology's work. We strive to be a workplace where we are esteemed for sharing our authentic identities, while advancing our individual professional goals and collaborating to protect, preserve, and enhance the environment for current and future generations.

**Diversity:** We celebrate and appreciate diversity; our unique perspectives and abilities enrich us all and lead to innovative approaches and solutions.

**Equity:** We champion equity, recognizing that each of us need different things to thrive.

**Inclusion:** We intentionally create and hold space so that we all have meaningful opportunities to participate and contribute to Ecology's work.

**Respect:** We treat each other with respect and dignity, acknowledging the inherent worth of our diverse perspectives and lived experiences, even in times of uncertainty and disagreement.

We believe that DEIR is both a goal and an action. We are on a journey, honoring our shared humanity and taking steps to demonstrate our commitment to a vision

where each of us is heard, seen, and valued.

## Duties



### **What makes this role unique?**

As Site Manager, you will often work independently with clients and consultants to manage the cleanup process. In this role, you will find endless growth opportunities with learning new technical concepts. Additionally, you will find it rewarding to help clients and consultants understand and manage the regulations to accomplish a successful cleanup.

### **What you will do:**

- Perform independent research and reviews to determine if sites are in compliance with administrative orders and decrees according to Model Toxics Control Act (MTCA) and Sediment Management Standards (SMS) requirements.
- Maintain current scientific knowledge on developments related to remediation (e.g. new remediation technologies, emerging contaminants, chemical standards, etc.) and communicate these to other cleanup project managers and TCP management.
- Advise management on emerging issues of critical or controversial agency interest in cleanup sites regarding human contact and ecological processes.
- Research and define remediation objectives of cleanup for complex chemicals (e.g. bioaccumulatives, emerging contaminants) where cleanup standards may not be well defined.
- Develop and review sampling plans, oversee sample collection, and evaluate and critique sample data. Conduct analysis of the sampling results to provide recommendations on remediation action.
- Network with other scientists and sediment cleanup professionals; participate in seminars; attend approved conferences, workshops, or courses; and read

professional literature to maintain up to date knowledge of advances in cleanup.

## **Qualifications**

### **Required Qualifications:**

Years of required experience indicated below are full-time equivalent years. Full-time equivalent experience means that any experience where working hours were less than 40 hours per week will be prorated in order to meet the equivalency of full-time. We would calculate this by looking at the total hours worked per week, divide this by 40, and then multiply by the total number of months worked. Examples of the proration calculations are:

- 30 hours worked per week for 20 months:  $(30/40) \times 20$  months = 15 months full-time equivalent
- 20 hours worked per week for 12 months:  $(20/40) \times 12$  months = 6 months full-time equivalent

Experience for both required and desired qualifications can be gained through various combinations of formal professional employment, education, and volunteer experience. See below for how you may qualify.

#### **Option 1:**

A Bachelor's degree with major study in a natural science **AND** four years of professional research work experience in the field of environmental analysis or control, or environmental planning.

#### **Option 2:**

A Master's degree with major study in a natural science **AND** two years of professional research work experience in the field of environmental analysis or control, or environmental planning.

#### **Option 3:**

A Ph.D. with major study in environmental analysis or control, or environmental planning.

### **Special Requirements/Conditions of Employment:**

- Must maintain a valid driver's license.

### **Desired Qualifications:**

We highly encourage you to apply even if you do not have some (or all) of the desired experience below.

- Working knowledge of the Model Toxics Control Act, [Chapter 173-340 WAC](#). Experience with upland soil, groundwater, and surface water sampling techniques, analysis, cleanup process and remediation technologies.
- Working knowledge of the Sediment Management Standards, [Chapter 173-204 WAC](#); familiarity with sediment assessment and cleanup techniques, aquatic toxicology, sediment chemistry and biology, related testing protocols (including bioassays), sediment remediation technologies and sediment regulatory programs.
- Strong negotiation and facilitation skills.

**Note:** Having some (or all) of this desired experience may make your application more competitive in a highly competitive applicant pool.

## Supplemental Information

**Ecology seeks diverse applicants:** We view diversity, equity, inclusion, and respect through a broad lens including race, ethnicity, class, age, religion, sexual orientation, gender identity, immigration status, military background, language, education, life experience, physical disability, neurodiversity, and intersectional identities. Qualified candidates from all backgrounds are encouraged to apply.

**Need an Accommodation** in the application and/or screening process or this job announcement in an alternative format?

- Please call: (360) 407-6186 or email: [careers@ecy.wa.gov](mailto:careers@ecy.wa.gov) and we will be happy to assist.
- If you are deaf or hard of hearing you can reach the Washington Relay Service by dialing 7-1-1 or 1-800-833-6388.
- If you need assistance applying for this job, please e-mail [careers@ecy.wa.gov](mailto:careers@ecy.wa.gov). Please do not send an email to this address to follow-up on the status of your application. You can view the latest status of your application on your profile's main page.
- **If you are reading this announcement in print format**, please enter the following URL to your search engine to apply: <https://ecology.wa.gov/About-us/Get-to-know-us/Jobs-at-Ecology>.

### **Application Instructions:**

It's in the applicant's best interest to **submit all of the documents listed below**. Applications without these documents may be declined.

- A cover letter describing why you are interested in this position.
- A resume outlining your experience and education (if applicable) as it relates to the minimum qualifications of this position.

- Three professional references.

**Please do NOT include your salary history.** Wage/salary depends on qualifications or rules of promotion, if applicable.

**For Your Privacy:**

When attaching documents to your application (such as Resume, Cover Letter, Transcripts, DD-214, etc.):

- Please be sure to remove private information such as your social security number, date of birth, etc.
- Do not attach documents that are password-protected, as these documents may not be reviewed and may cause errors within your application when downloaded.

Per Governor Inslee's [Directive 22-13.1](#), state employees must be fully vaccinated effective November 4, 2022. Providing proof of being fully vaccinated is a condition of employment and your vaccine status will be verified prior to starting work. Being fully vaccinated means two weeks after you have received the second dose in a two-dose series of a COVID-19 vaccine or a single-dose COVID-19 vaccine authorized for emergency use, licensed or otherwise authorized or approved by the U.S. Food and Drug Administration or listed for emergency use or otherwise approved by the World Health Organization. If you have questions, please contact [Careers@ecy.wa.gov](mailto:Careers@ecy.wa.gov) with "**COVID-19 vaccination**" in the subject line.

**Additional Application Instructions for Current Ecology Employees:**

Please make sure to answer the agency-wide questions regarding permanent status as a classified employee within the Washington General Service or Washington Management Service. Do not forget to select Department of Ecology as a response to question 2, and type your personnel ID number for question 3. If you are not sure of your status or do not know your personnel ID number, please contact Human Resources.

**Application Attestation:**

The act of submitting application materials electronically is considered affirmation that the information is complete and truthful. The state may verify this information and any untruthful or misleading answers are cause for rejection of your application or dismissal if employed.

**Other Information:**

If you have specific questions about the position, please email **Andy Smith** at: [Andrew.Smith@ecy.wa.gov](mailto:Andrew.Smith@ecy.wa.gov). Please do not contact Andy to inquire about the status of your application.

To request the full position description: email [careers@ecy.wa.gov](mailto:careers@ecy.wa.gov)

### **Why work for Ecology?**

As an agency, our mission is to protect, preserve and enhance Washington's environment for current and future generations. We invest in our employees to create and sustain a working environment that encourages creative leadership, effective resource management, teamwork, professionalism, and accountability.

Joining Ecology means becoming a part of a team committed to protecting and restoring Washington State's environment. A career in public service allows you to help solve some of the most challenging problems facing our state, while keeping your health and financial security a priority. We combine one of the most competitive benefits packages in the nation with a strong commitment to life/work balance.

To learn more about The Department of Ecology, please visit our website at [www.ecology.wa.gov](http://www.ecology.wa.gov) and follow, like or visit us on [LinkedIn](#), [Twitter](#), [Facebook](#), [Instagram](#) or our [blog](#).

**Collective Bargaining:** This is a position covered by a bargaining unit for which the Washington Federation of State Employees (WFSE) is the exclusive representative.

**Equal Opportunity Employer:** The Washington State Department of Ecology 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, veterans, military spouses or people with military status, and people of all sexual orientations and gender identities are encouraged to apply. Persons needing accommodation in the application/testing process or this job announcement in an alternative format may call (360) 407-6186. Applicants who are deaf or hard of hearing may call the Washington Relay Service by dialing 7-1-1 or 1-800-833-6388.

**Note:** This recruitment may be used to fill other positions of the same job classification across the agency. Once all the position(s) from the recruitment announcement are filled, the recruitment may only be used to fill additional open positions for the next sixty (60) days.