



State of Washington Senior Appraiser, Property and Acquisition Specialist 5

SALARY	\$6,542.00 - \$8,801.00 Monthly \$78,504.00 - \$105,612.00 Annually	LOCATION	Multiple Locations Statewide, WA
JOB TYPE	Full Time - Permanent	REMOTE EMPLOYMENT	Flexible/Hybrid
JOB NUMBER	2026-10-6829-08436	DEPARTMENT	Dept. of Natural Resources
DIVISION	Asset Management	OPENING DATE	10/08/2026
CLOSING DATE	10/29/2026 11:59 PM Pacific	SALARY INFORMATION	The high end of the salary range, Step M is typically a longevity step

Description



Senior Appraiser, Property and Acquisition Specialist 5 (PAS5)**Recruitment #2026-10-6829****Full-time, Permanent, Represented position (WFSE)****Location: Natural Resources Building - Olympia, WA****Work Hours and Partial Telework flexibility may be available and considered****Relocation Compensation may be available and considered****Salary: \$6,542.00 - \$8,801 Monthly**

Review of applications is ongoing. We reserve the right to make a hiring decision or close this recruitment at any time after 10/15/2026. It is in your best interest to submit materials as soon as possible.

Want to join something GREAT and make a difference?

The Department of Natural Resources (DNR) has an exciting opportunity within our Asset Management Division as a **Senior Appraiser**. This position supports the mission and goals of the DNR by ensuring that fair and professional valuations are conducted for all department real estate transactions requiring establishment of land and/or resource value, developing and implementing uniform valuation systems and procedures in support of department real estate transactions, providing professional advice and interpretations of relevant federal and state laws to project and department managers on land and resource transactions, and supervising the staff and activities of the department's appraisal unit. The position serves the agency, including State Uplands Divisions, Regions, and Aquatics.

Duties

Responsibilities:

- Anticipate demands from multiple simultaneous complex real estate projects with deadlines and prioritize tasks accordingly; develop and maintain timelines.
- Independently scope project complexities and prepare USPAP- and/or UASFL-compliant appraisals and review appraisals.
- Research and confirm sales data. Research state and federal policies, procedures, rules, statutes, land use regulations, and real estate matters that affect the subject property.
- Provide advice and counsel to Division Managers and transaction project managers on issues relating to land use and real estate matters.
- Maintain positive working relationships with department management, project managers, other government agencies, and private industry.

Qualifications

Required Qualifications:

You must meet all the Required Qualifications and Competencies to be considered for this position. There are multiple pathways to meet qualifications, such as education, volunteer work, life skills, and experience. Please clearly communicate in your application material that your skills align with the position and qualifications.

- A bachelor's degree involving major study in business or public administration, real estate, economics, accounting, or a related field; AND 3 years of experience as a professional appraiser; OR an equivalent combination of education, training, and professional experience that demonstrates the required knowledge, skills, and abilities.
- Experience with conflict resolution.
- Experience with computer software programs such as Microsoft Office, GPS, GIS, Adobe Pro, etc.
- Experience writing technical documents.

Required Competencies:

- Works independently while applying sound analysis to make decisions, set priorities, and meet required deadlines.
- Commitment to fostering and supporting an environment that honors diversity, equity, inclusion, and environmental justice practices.
- Perform assigned duties in a manner consistent with applicable laws, regulations, and public records retention, and ensure requests are followed.
- DNR Core Competencies:
 - Personal Accountability
 - Value Others
 - Compassionate Communication
 - Inspire Others
 - Commitment to Excellence

Special Requirements and Conditions of Employment:

- The position primarily works in an office setting with 5 to 10% field work that at times requires walking on uneven terrain, driving on forest roads, and entering buildings.
- Occasional statewide travel is required.
- State certification as a General Real Estate Appraiser.
- A current, valid driver's license and two years of driving experience. Additionally, DNR requires state drivers to possess a license that is not suspended, revoked, or restricted (for example, Occupational/Restricted Driver Licenses or requiring ignition interlock devices). This position requires driving as an essential function. Finalists and/or interview candidates will be asked to provide a driving record from all states in which they have held a license during the past three years.

Desired Qualifications:

These qualifications are not required. However, it can help you stand out as a candidate and should be highlighted in your application material.

- A designation or certification pertinent to the job from an applicable professional organization, including but not limited to the MAI from the Appraisal Institute, the ARA from the American Society of Farm Managers and Rural Appraisers, or a similar designation from the International Right of Way Association.
- Experience with the understanding of trust land management principles and DNR land management practices.
- Experience with the Public Land Survey System (township, range, section) and the ability to read and navigate maps of rural and forested areas.

At DNR, we value diversity and inclusion and are committed to hiring the best candidate for the job. Don't let doubts stop you from applying for this position. If you have any questions about the qualifications, please email us at DNRecruiting@dnr.wa.gov.

Supplemental Information

Application Requirements: Failure to provide the listed documents may result in disqualification. If you have questions or difficulty attaching these documents, please contact DNRecruiting@dnr.wa.gov.

- **Online Application:** Apply at www.careers.wa.gov (Click on the APPLY button above). You must complete the entire online application to be considered for the position.
- **Cover Letter:** Your cover letter should be tailored to this job posting. Be sure to highlight your qualifications for this role, directly address the requirements of the position, and explain why you're the best candidate for the job.
- **Resume:** Your resume should consist of your work history, education, volunteer work, life skills, experience, and any other relevant information associated with the position.
- **References:** References are optional at the time your application is submitted. Finalists will be asked to provide a list of at least three (3) professional references, to include a current or most recent supervisor, along with telephone numbers.
- **Complete All Supplemental Questions:** Answers to these questions will be used to evaluate candidates. Please provide comprehensive answers to all questions requiring a text response.
- **Important:** Do not attach any documents that include photos or private information (Social Security Number, year of birth, etc.).
- **Email Communication:** Candidates who move forward in the recruitment process may be contacted via email at info@governmentjobs.com with interview information/scheduling instructions. Please monitor the email listed in your application materials and check your junk email folder to ensure you receive these communications.

Questions? Please contact Susan Beall at susan.beall@dnr.wa.gov or 564 250 3868, or email us at DNRrecruiting@dnr.wa.gov.

Persons needing accommodation in the application/testing process or this job announcement in an alternative format may call (360) 522-2500 or email DNRrecruiting@dnr.wa.gov. Applicants who are deaf or hard of hearing may call through the [Washington Relay Service](#) by dialing 7-1-1 or 1-800-833-6384.

About the Department of Natural Resources (DNR).

At DNR, we approach our work through the lens of making Washington a better place environmentally and are dedicated to serving Washington's lands and communities through diversity, equity, and inclusion.

Our Vision: Our actions ensure a future where Washington's lands, waters, and communities thrive.

Our Mission: Manage, sustain, and protect the health and productivity of Washington's lands and waters to meet the needs of present and future generations.

Our Values:

- Integrity—Staff who work at the Department of Natural Resources are principled and consistent on behalf of all Washingtonians.
- Respect—Employees value and respect the public DNR serves, and one another.
- Professionalism—The Agency is committed to professionalism and civil conduct.
- Joy—DNR's work involves some of the most pressing challenges and opportunities impacting Washington, which staff meets with curiosity and gratitude.

DNR provides excellent benefits, a few of which include:

- Commitment to organizational health and wellness
- Work/life balance
- DNR Employee Resource Groups (Diversity, Equity and Inclusion Council, Women's Employee Resource Group, Veterans Employee Resource Group, etc.)
- Statewide Employee Business Resource Groups, [visit here to learn more](#)
- Leadership that empowers and supports employees
- Professional development opportunities
- Educational and career development aid
- Public Service Loan Forgiveness Eligibility
- Opportunities to participate in wildland fire suppression assignments
- A comprehensive benefits package includes employer contributions toward health insurance, paid holidays, retirement plans, sick leave, and vacation days. Visit <http://careers.wa.gov/benefits.html> for more information.

Additional Information:

This recruitment may be extended and used to fill future similar vacancies for up to sixty (60) days.

DNR does not use E-Verify; therefore, we are not eligible to extend STEM-Optional Practice Training (OPT). For information, please visit www.uscis.gov.

Veterans wishing to claim Veteran's preference, please attach a copy of your DD214 (Member 4 long-form copy), NGB 22, or a USDVA signed verification of service letter. Please black out all PII (personally identifiable information) data, such as Social Security numbers. We thank you and are grateful for your service!

Equal Opportunity Employer: The Washington State Department of Natural Resources 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 with 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.

Once you submit your online application, you can check your status by logging into your account. If you experience technical difficulties creating, accessing, or completing your application, call 360-664-1960 or 1-877-664-1960 or email CareersHelp@des.wa.gov.

Check us out on: [DNR's website](#) | [Facebook](#) | [Twitter](#) | [Instagram](#) | [YouTube](#) | [WordPress](#)

**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>

Senior Appraiser, Property and Acquisition Specialist 5 Supplemental Questionnaire

***QUESTION 1**

Please specify where you originally learned of this employment opportunity.

***QUESTION 2**

Please describe what interests you about the Department of Natural Resources.

***QUESTION 3**

Please describe what a work environment based on diversity, equity, inclusivity and belonging means to you.

***QUESTION 4**

Which statement best describes your qualifications for this position?

- ☐ OPTION A: I have a bachelor's degree involving major study in business, public administration, real estate, economics, accounting, or a related field.
- ☐ OPTION B: I meet the minimum qualifications through an equivalent combination of education, training, and professional experience that demonstrates the required knowledge, skills, and abilities.
- ☐ OPTION C: I do not meet these qualifications at this time.

***QUESTION 5**

If you selected OPTION A or C in the previous question, please type N/A. If you selected OPTION B, please describe the experience you gained through education, training, and/or professional experience that demonstrates the required knowledge, skills, and abilities.

***QUESTION 6**

Do you have experience with conflict resolution?

- ☐ Yes
- ☐ No

***QUESTION 7**

In two to three sentences, briefly describe a time when you were involved in a situation that required conflict resolution.

***QUESTION 8**

Do you have experience with computer software programs such as Microsoft Office, GPS, GIS, Adobe Pro, etc.?

- ☐ Yes
- ☐ No

***QUESTION 9**

Do you have experience writing technical documents?

- ☐ Yes
- ☐ No

***QUESTION 10**

In two to three sentences, briefly describe your experience with technical writing.

***QUESTION 11**

Do you have a valid driver's license and at least two years of driving experience?

☐ Yes

☐ No

***QUESTION 12**

Do you have state certification as a General Real Estate Appraiser?

☐ Yes

☐ No

***QUESTION 13**

Do you currently require, or will you require in the future, employer sponsorship for a work visa? Please note that DNR does not use E-Verify and cannot extend STEM OPT.

☐ Yes

☐ No

*** Required Question**