State of Washington

Northeast Region Manager, Exempt

SALARY	$10,627.00 - $12,396.00 Monthly $127,524.00 - $148,752.00 Annually	**LOCATION**	Stevens County – Colville, WA
JOB TYPE	Exempt	**JOB NUMBER**	2026-11-1703-09437
DEPARTMENT	Dept. of Natural Resources	**OPENING DATE**	11/10/2026
CLOSING DATE	12/10/2026 11:59 PM Pacific		

Description





Northeast Region Manager, Exempt
Recruitment #2026-11-1703
Full-time, Exempt 4, Non-represented position
Location: Northeast Region- Colville, WA

Relocation Compensation may be available and considered
Salary: $10,627.00 - $12,396.00 Monthly
To allow for growth and salary progression, the full salary range is: $10,627.00 - $13,048.00 Monthly

Review of applications is ongoing. We reserve the right to make a hiring decision or close this recruitment at any time after 11/17/26. 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 **Northeast Region as a Region Manager.**

Would you like to be part of an organization committed to a bright future where Washington's lands, waters, and communities thrive? Are you ready to meet the challenges of a changing climate and ever-increasing demands on our natural resources? Do you hold equity, diversity, inclusion, belonging, and environmental justice as important values vital to mission accomplishment? Do you enjoy helping others grow and reach their full potential? Well, this may be your dream job! We are the Washington State DNR, and we are looking for the right person to lead the team of approximately 454 permanent, non-permanent, and seasonal employees who comprise DNR's Northeast Region.

What we will trust you with:

- Lead the team that delivers DNR's mission in Northeast Region: manage, sustain, and protect the health and productivity of Washington's lands and waters to meet the needs of present and future generations.
- Safeguard the health, wellbeing, and productivity of the Region staff.
- Demonstrate safety as the Region's highest operational priority.
- Infuse principles and practices of equity, diversity, inclusion, belonging, and environmental justice into all aspects of Region operations.
- Support, inspire, and guide the Region staff as they work to accomplish DNR's strategic goals.

Duties

Responsibilities:

- Serve as the Commissioner of Public Lands' chief representative within the geographic boundaries of the Northeast Region.
- Serve as a member of DNR's Senior Leadership Team.
- Provide outstanding leadership for a Region staff of approximately 187 permanent, 45 non-permanent, and 222 seasonal employees.

- Oversee implementation of DNR's natural resource management and protection programs within the Region.
- Implement a proactive workplace safety program to improve employee safety awareness and reduce accidents and injuries.
- Lead and coach implementation of DNR's equity, diversity, inclusion, belonging, and environmental justice initiatives by Region staff.
- Establish and maintain excellent working relationships and communications with elected officials, local governments, Indian Tribes, regional offices of other state and federal agencies, and stakeholder groups.
- Develop and ensure proper utilization of a $49 million biennial operating budget.

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 in Natural Resources Management, Business Management, or related field AND ten (10) years of professional-level experience with a demonstrated progression in leadership responsibilities related to land and resource management and personnel management;
  OR an equivalent combination of education, training, and professional experience that demonstrates the required knowledge, skills, and abilities.
- Key Knowledge:
  - Organizational leadership principles and practices.
  - Continuous improvement and change management practices and processes.
  - Principles and practices of natural resource management.
  - Wildfire prevention and suppression practices, including the Incident Command System (ICS).
  - Familiarity with Washington's Forest Practices Act and Rules.
  - Familiarity with Washington State's legislative process.
  - Familiarity with the Revised Code of Washington (RCW) and the Washington Administrative Code (WAC) as these apply to the Department of Natural Resources.
- Key Skills:
  - Experience-based ability to lead a large organization.
  - Strong commitment to ethical leadership and the goals of diversity, equity, and inclusion.

- Experience-based ability to create a positive work environment, build morale, and elicit sustained superior job performance.
- Excellent communication skills.
- Experience-based ability to guide a team through deadline and workload pressures, and to resolve competing workload demands.
- Demonstrated ability to work collaboratively to solve tough problems.
- Experience-based ability to develop and implement large budgets.
- Strong safety awareness and orientation.

Required Competencies:

- 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.
- Position Specific Competencies:
  - Decisiveness
  - Influencing/Negotiating
  - External Awareness
  - Strategic Thinking
  - Risk Management
  - Political Savvy
- DNR Core Competencies:
  - Personal Accountability
  - Value Others
  - Compassionate Communication
  - Inspire Others
  - Commitment to Excellence

Special Requirements and Conditions of Employment:

- Work is typically done in an office setting or meeting rooms. Occasional field trips occur, and trips to visit fires across the region are common.
- Position is required to travel to Olympia for monthly meetings, as well as trips to visit staff and sites across the region.
- 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.

- Knowledge of natural resource management issues in the Pacific Northwest.
- Knowledge of Washington's Indian Tribes, tribal sovereignty, and treaty rights.
- Familiarity with principles and practices of labor unions and collective bargaining.

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 DNRrecruiting@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 DNRrecruiting@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 position's requirements, and explain why you're the best candidate for the job.
- **Resume:** Your resume should include your work history, education, volunteer experience, life skills, and any other relevant information for 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 Todd Welker at todd.welker@dnr.wa.gov/360-918-3777 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 meet 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 cannot hire or extend STEM Optional Practical Training (OPT) Visas. 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

Northeast Region Manager, Exempt 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, and in particular, what attracts you to the NE Region Manager position?

*QUESTION 3

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

*QUESTION 4

Please describe your supervisory and leadership experiences, particularly how you increased the scope and scale of your various positions.

*QUESTION 5

Please describe your experience in fighting and managing multiple large-scale wildland fires.

*QUESTION 6

Which statement best describes your qualifications for this position?

◯ OPTION A: I have a bachelor's degree in Natural Resources Management, Business Management, or a related field AND ten (10) years of professional-level experience with a demonstrated progression in leadership responsibilities related to land and resource management and personnel management.

◯ 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 7

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 8

Do you have experience-based ability to lead a large organization?

◯ Yes

◯ No

*QUESTION 9

Do you have experience-based ability to create a positive work environment, build morale, and elicit sustained superior job performance?

◯ Yes

◯ No

*QUESTION 10

Do you have experience-based ability to guide a team through deadline and workload pressures, and to resolve competing workload demands?

◯ Yes

- ◯ No

*QUESTION 11

Do you have a demonstrated ability to work collaboratively to solve tough problems?

- ◯ Yes
- ◯ No

*QUESTION 12

Do you have experience-based ability to develop and implement large budgets?

- ◯ Yes
- ◯ No

*QUESTION 13

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

- ◯ Yes
- ◯ No

*QUESTION 14

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