



**Appointment Type:** Permanent  
**Working Time:** Full Time  
**Reference Code:** nb00019565\*  
**Opening Date:** 11/05/2009  
**Closing Date:** 11/29/2009



## Toxics Reduction Engineer / Environmental Engineer 3, Bellevue WA

\$5,136 to \$6,741 per month (Range 67)

### Agency Information

#### MISSION & VISION

The Department of Ecology's mission is to protect, preserve and enhance Washington's environment, and promote the wise management of our air, land and water for current and future generations.

This means protecting both humans and the environment from pollution; restoring and preserving important ecosystems that sustain life; and finding ways to meet human needs without destroying environmental resources and functions. Fundamental to achieving these results lies in our everyday interaction with citizens, stakeholders, and the public we regulate. We treat our customers as partners and collaborators: provide respectful and prompt service; explore creative solutions for the best results; and act with integrity. Also critical is maintaining effective infrastructures and a workforce that is committed, productive and successful. We invest in our employees to create and sustain a working environment that encourages creative leadership, teamwork, professionalism and accountability.

The citizens of Washington trust that the Department of Ecology supports and assists them in promoting the sustainable environmental and economic well being of the state. That trust, coupled with our effectiveness, helps Ecology to continue to receive the support it needs to advance our environmental mission.

To learn more about our Agency, please visit our website at: [www.ecy.wa.gov](http://www.ecy.wa.gov)

#### POSITION INFORMATION:

There is one current vacancy with the Department of Ecology, Hazardous Waste and Toxics Reduction Program, Northwest Regional Office in Bellevue, WA.

### Duties

This position will be assigned several areas of responsibility:

1. Provides office and on-site engineering advice and consultation to facilities in the preparation and implementation of Pollution Prevention Plans as required in 173-307 WAC. Reviews current production and service delivery processes using hazardous substances, generating hazardous or solid wastes, air emissions or wastewater discharges. Analyses and recommends economically and technically feasible alternatives. Identifies methods and technologies to eliminate, reduce or avoid hazardous substance use, and eliminate, reduce, reuse and recycle wastes.

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2. Reviews Pollution Prevention Plans, Five-year Updates, Executive Summaries, Environmental Management Systems and Annual Progress Reports. Analyzes current reduction, recycling and treatment processes and activities, further opportunities, impediments and options selected for implementation. Determines environmental shifts and impacts. Evaluates documents for adequacy and recommends modifications or actions.

3. Leads and participates on project teams that conserve and protect the environment. Provides chemical and toxicological expertise to assist in fulfilling the agency's priority of reducing toxic threats. Provides a chemical and toxicological review of Agency documents to meet emerging environmental issues surrounding chemical policy, safer chemical alternatives and legislation to reduce the threat posed by toxics used in products; researches waste, process, and industry-specific techniques; and assist in determining technical feasibility of safer alternatives. Prepares written and oral responses and presentations as needed. Documents requests and responses. Assists agency staff responding to inquiries regarding technologies and regulations.

4. Directs and conducts independent field analysis, office interviews and studies on environmental matters. Analyzes new pollution prevention and safer chemical alternative opportunities and technologies to assess technical and economic feasibility. Determines cross-media environmental impacts of new technologies, coordinating with other Ecology programs and external groups. Provides chemical and environmental engineering, toxicology and technical consulting review, services and writes reports. Provides computer support in developing software applications to manage data used by the Agency to meet its priorities including potential release of data through web based applications.

## **Qualifications**

REQUIRED:

A Master's degree in Chemical or Environmental Engineering

AND

A Washington State Professional Engineer certification.

- > Demonstrated ability to understand environmental legislation and regulations at the federal, state, and local level.
- > Demonstrated ability to apply the principles of the Hazardous Waste Management hierarchy.
- > Demonstrated ability to communicate, through writing and speaking.
- > Demonstrated ability to review and understand complex technical documents.
- > Demonstrated ability to determine the toxicological effects of chemicals in the environment.
- > Demonstrated ability to convey technical information using web-based database applications.
- > Demonstrated ability to apply the principles and practices of environmental engineering.
- > Demonstrated ability to participate on and lead environmental program teams.

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> Demonstrated ability to exercise sound independent judgment and decision making.

## DESIRED

> Getting Results: Can be relied upon to achieve positive results through self-management; earns the trust, respect, and confidence of coworkers and the regulated community through consistent honesty, integrity, forthrightness and professionalism in all interactions; logically integrates various ideas, intentions, and information to form effective timelines, and manage workload efficiently.

> Customer Focus and Business Orientation: Treat our fellow employees, our clients and the public as partners and collaborators who are equally committed to a healthy, prosperous Washington. Build and maintain internal and external satisfaction with the services offered by the agency. Consistently strive to exceed expectations. Identifies and advocates for changes necessary to better meet customer needs. Understands and appreciates expectations of citizens and business clients. Consistently helps customers, citizens and coworkers achieve desired outcomes, gaining their trust and respect. Anticipates, assesses, and responds to changing needs. Searches out ways to enhance satisfaction of citizens and coworkers by improving efficiency and effectiveness of service delivery. Gains confidence of citizens and coworkers by making sure that long-term needs are met. Responds to customer reactions by considering alternatives. Shares service lessons with others within the organization.

> Analysis And Problem Solving: Reviews and evaluates technical reports, business development plans, project applications, federal, state, and local regulations, and other documents, and provides recommendations for agency decisions to managers. Solve problems, consider different perspectives, and find new, creative ways to accomplish our work. Consistently demonstrates an interest in solving problems. Adapt easily to changing needs, conditions, and work responsibilities. In dynamic situations, adapt approaches, goals, and methods to achieve successful solutions and results. Works comfortably with people of widely differing styles, temperaments, and preferences. Determines sources of information and methods for informational gathering and analysis; provides guidance on agency inquiries; may conduct more complex or sensitive analyses.

> Communication And Interpersonal Interaction: communicates in an effective and professional manner through writing and speaking and is understood by the audience; presents information in formal and informal settings that clearly identifies agency positions. Performs work in a helpful, friendly, and positive manner. Is willing to connect citizens and business clients with other agency representatives, as necessary. Ensures that appropriate coworkers are involved in conversations if they need to be. Listens well to others and accurately conveys their ideas to others.

> Trust and integrity: Remain objective at all times and ensure that professional judgment, rather than personal opinion, influences our work. Earn the trust, respect, and confidence of coworkers and customers through consistent honesty, forthrightness, and professionalism in all interactions.

> Teamwork and Relationships: Build and maintain cooperative relationships characterized by a high level of acceptance and cooperation. Gains the support of others. Builds voluntary cooperation through credibility, expertise, influence, and persuasion. Anticipates and recognizes the concerns of others. Patiently solicits and considers ideas from those who are reluctant to express their points of view. Anticipates and seeks to resolve confrontations and disagreements in a constructive manner. Respects the opinions or work of other people, regardless of their status or position; treats all with dignity and respect. Recognizes and celebrates success and achievement. Promotes the contributions and accomplishments of customers or clients to others; actively supports the good ideas of others. Acts as a positive influence

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on others. Emphasizes a team approach to providing excellent service.

## Special Notes

To be considered for this position, you must apply electronically at [www.careers.wa.gov](http://www.careers.wa.gov) using reference code NB00019565\* AND submit the following materials as attachments (ATTACHMENTS TAB) by November 29, 2009.

1. A letter of interest describing how you meet the requirements for this position, using a maximum of 2000 words. Please provide clear, detailed information that addresses the duties of the position and the desirable qualifications.

2. A resume

3. A copy of your college transcripts(s). This may be an unofficial online transcript; it does not need to be a sealed, certified copy. Html or pdf formats are acceptable, or a screen print into Word. Please do not paste text from the internet into Word.

4. Answers to the following questions:

A. Describe your engineering experience in the areas of environmental regulation, pollution prevention, resource conservation and safer chemical alternatives to business, industry, and the public. Include your technical review of documents, areas of research and assessments in the field.

B. Describe your experience recognizing and communicating the toxicological effects of chemicals in the environment including commercial products.

C. Describe your computer experience providing details on your knowledge of MS software programs including Word, Access, PowerPoint and Excel. Include any specialized software you have used for posting searchable data on the internet and experience publishing technical information using web-based database applications.

By submitting a completed application package to this announcement you are acknowledging that all answers, statements and any other materials you have submitted to apply for this job are true and complete to the best of your knowledge. You understand that the State may verify this information and that untruthful or misleading answers are cause for rejection of your application or dismissal if employed.

## Other Information

### UNION SECURITY

This position is covered by a union shop provision. Therefore, as a condition of employment, candidates who are appointed are required to become members of the Washington Federation of State Employees (WFSE) and pay dues or as a non-member pay agency shop fee, non-association fee or a representation fee. The union shop provision shall be effective no later than the 30th day following the effective date of the appointment.

For more information: <http://www.dop.wa.gov/JobSeekers/UnionInformation.htm>

The State of Washington is an equal opportunity employer. Persons with a disability who need assistance in the application or testing process, or those needing this announcement in an alternative format, may call (360) 664-1960 or toll free (877)

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664-1960 or Telecommunications Device for the Deaf (360) 664-6211. For questions about this recruitment call (360) 407-6186.

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