State of Washington  
Dept. of Ecology  
invites applications for the position of:  
Climate Commitment Act Criteria Pollutant Specialist (Environmental Specialist 5)

**SALARY:** $4,974.00 - $6,534.00 Monthly  
$59,688.00 - $78,408.00 Annually

**OPENING DATE:** 07/27/21  
**CLOSING DATE:** Continuous

**DESCRIPTION:**

Per Governor Inslee’s [Proclamation 21-14.1](https://www.govenor.wa.gov/governor-proclamations/9457), Washington State employees must be fully vaccinated against COVID-19 by October 18th, 2021. As a condition of employment, the successful candidate will be required to provide proof of their COVID-19 Vaccination as part of the hire process. Requests for medical and religious exemptions will be considered. If you have questions, please contact [Careers@ecy.wa.gov](mailto:Careers@ecy.wa.gov) with “COVID-19 Vaccination” in the subject line.

**Keeping Washington Clean and Evergreen**

This is an exciting time in Washington as Ecology implements [new legislation](https://www.govenor.wa.gov/governor-legislation/21012) addressing climate change. Everyone deserves clean air to breathe and a sustainable future that addresses the challenges of climate change. The Air Quality Program works to monitor air quality and reduce air pollution to protect the health of everyone who lives, works, and plays in Washington. We also work to protect Washington’s future by tracking our state’s efforts to cut the carbon pollution that drives climate change and implementing carbon reduction programs.

The [Air Quality Program](https://www.ecy.wa.gov) (AQP) is looking to fill the Climate Commitment Act Criteria Pollutant Reduction Specialist (Environmental Specialist 5) position. This position will be based at our Headquarters Building in [Lacey, WA.](https://www.ecy.wa.gov), but will work with communities in different parts of the state.

**Help protect Washington’s future:** You can help to protect our communities from air pollution and protect our state’s future from the threat of climate change while advancing state environmental justice practices. As part of the Climate Commitment Act, a new law designed to reduce greenhouse gas emissions in Washington, the Legislature established a linked program to monitor air quality in communities who bear a disproportionate burden from air pollution, and take steps to reduce that pollution.

In this role you will implement criteria pollutant emission and health impact reduction components of the Climate Commitment Act, and assist with the community engagement planning requirements of the Healthy Environment for All Act. These new acts present a new framework for identifying and reducing criteria pollutant health impacts for overburdened communities, and this position
leads those efforts for air quality.

The mission of the Air Quality Program (AQP) is to protect and improve air quality in Washington to safeguard public health and the environment and support high quality of life for current and future generations. The Air Quality Program’s vision is Clean, healthy air and climate for all of Washington.

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, collaborative, with leadership who embrace the value of people.

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, and fitness classes; an agency-wide fondness for outdoor meetings.
- Opportunities to serve your community and make an impact through meaningful work.

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.

During Healthy Washington Roadmap to Recovery, employees are working a combination of in-office and/or telework based on position and business need. Ecology is maintaining less than maximum building occupancy, and requiring masks, health screening questions before entry, and social distancing.

Application Timeline: This position will remain open until filled, the initial screening date is September 9, 2021. In order to be considered for the initial screening, please submit an application on or before September 8, 2021. The agency reserves the right to make an appointment any time after the initial screening date.

**DUTIES:**
What makes this role unique?

The Climate Commitment Act is one of the most important Washington environmental laws in the last 50 years. Along with reducing overall greenhouse gas emissions, the Climate Commitment Act charges Ecology with also reducing toxic air pollution, and working closely with the communities most affected by pollution. Engaging with these communities, promoting education about Ecology’s work, and listening to their input are critical if this effort is to succeed.

This position will evaluate emissions in overburdened communities, coordinate technical assistance for identified air pollution sources in these communities, coordinate with local air agencies to identify emissions sources and provide recommendations for criteria pollutant emission reductions as needed. In close coordination with the CCA Community Outreach and Environmental Education Specialist, this position will engage with overburdened communities, Environmental Justice Council and air pollution sources, sharing technical information and receiving information and feedback.

What you’ll do:

- Coordinate and consult with Air Quality Program staff, the University of Washington, Washington State Department of Health, Ecology Environmental Justice Office, the Environmental Justice Council, and Local Air Agencies
- Analyze air quality monitoring, source emission, and environmental health disparity data.
- Develop criteria for identifying overburdened communities.
- Provide technical expertise to the development of the supplemental community engagement plan describing the steps Ecology will take to identify and address air pollution in overburdened communities.
- Prepare biennial emissions evaluations and develop recommendations for emission reductions needed to achieve targets.
- Review legislation and propose rules for air quality standards, emission standards, or emissions limitations on criteria pollutants.
**QUALIFICATIONS:**

**Required Qualifications:**

A Bachelor's degree involving major study in environmental, physical, or one of the natural sciences, environmental planning or other allied field and six years of professional level experience in environmental analysis or control, or environmental planning, which includes two years equal to an Environmental Specialist 3 or above.

OR

A Master's degree in one of the above fields and four years of professional-level experience as required above which includes two years equal to an Environmental Specialist 3 or above.

OR

A Ph.D. in one of the above fields and three years of professional-level experience as required above which includes two years equal to an Environmental Specialist 3 or above.

OR

One year of experience as an Environmental Specialist 4 at the Department of Ecology.

OR

10 years of professional level experience in environmental analysis or control, or environmental planning, which includes two years equal to an Environmental Specialist 3 or above.

Additional experience and education combinations that meet the requirements for this position:

<table>
<thead>
<tr>
<th>Possible Combinations</th>
<th>College credit hours or degree</th>
<th>Years of required experience as listed above</th>
</tr>
</thead>
<tbody>
<tr>
<td>Combination 1</td>
<td>No college credit hours or degree.</td>
<td>10 years of experience</td>
</tr>
<tr>
<td>Combination 2</td>
<td>I have 30-59 semester or 45-89 quarter credits.</td>
<td>9 years of experience</td>
</tr>
<tr>
<td>Combination 3</td>
<td>I have 60-89 semester or 90-134 quarter credits (AA degree).</td>
<td>8 years of experience</td>
</tr>
<tr>
<td>Combination 4</td>
<td>I have 90-119 semester or 135-179 quarter credits.</td>
<td>7 years of experience</td>
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<tr>
<td>Combination 5</td>
<td>A Bachelor's Degree.</td>
<td>6 years of experience</td>
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<tr>
<td>Combination 6</td>
<td>A Master's Degree.</td>
<td>4 years of experience</td>
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<tr>
<td>Combination 7</td>
<td>A Ph.D.</td>
<td>3 years of experience</td>
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</tbody>
</table>

**Special Requirements/Conditions of Employment:**

Must possess and 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.**

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- Professional experience in air quality or environmental/natural resource analysis, control, or environmental/natural resource planning.
- Excellent public speaking skills.
- Experience presenting and service as a technical expert in public meetings.
- Ability to interpret and explain technical information to a general audience.
- Experience or familiarity with key demographic and environmental data used in environmental justice methodologies.
- Understanding of the concepts of environmental justice, equity, and environmental and health disparities.
- Demonstrated experience, awareness, and sensitivity with communicating about overburdened communities and underserved populations.
- Experience or familiarity with the DOH Environmental Health Disparities map and EPA’s EJSCREEN.
- Extensive experience using Microsoft Office software such as Word, Excel, and PowerPoint.
- Extensive experience using statistical analysis software tools such as R, SigmaPlot, ChemStat, Minitab, IGOR, or other data analysis software and air quality models.
- Demonstrated ability to understand and use programming code in modeling evaluations.
- Experience using meteorological and air quality chemical-dispersion models for long-term planning and regulatory purposes.
- Demonstrated understanding of Federal, State, and Local laws, regulations, rules, policy, and guidance that affect permitting and operation of facilities and other sources of air emissions in Washington.
- Should be comfortable with exploratory data analysis and familiar with non-parametric statistics.
- Demonstrated ability to build rapport and partner with others.
- Demonstrated skill in writing and preparing presentations and reports, and the ability to present technically complex information in a way that is understandable to the audience.
- Can be relied upon to achieve excellent results with little need for oversight; earns the trust, respect, and confidence of co-workers and customers through consistent honesty, forthrightness and professionalism in all interactions; logically integrates various ideas, intentions, and information to form effective goals, objectives, timelines, action plans, and solutions.

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 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. Please do not send an email to this address to follow-up 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

Please to 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 (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.

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 Chris Hanlon-Meyer at: chris.hanlon-meyer@ecy.wa.gov. Please do not contact Chris to inquire about the status of your application.

To request the full position description: email 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.

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, Commute Trip Reduction Incentives, Combined Fund Drive, SmartHealth *See the Benefits tab in this announcement for more information

Student debt: how working for Ecology can help

To learn more about The Department of Ecology, please visit our website at 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.

Climate Commitment Act Criteria Pollutant Specialist (Environmental Specialist 5) Supplemental Questionnaire

* 1. How did you hear about this job posting?
   - Community Based Organization
   - Community / Technical College
   - Ecology Employee
   - Ecology Recruiter
   - Ecology Jobs Page
   - Facebook
2. If you selected Community Based Organization, Community / Technical College, Job Board, Job Fair, LinkedIn Group, Newspaper, Other State Agency, Other Website, Professional Association, University Job Board or WorkSource location then please share which one.

3. Have you ever worked for the Department of Ecology in any capacity including: Permanent, Non-permanent, Project, Intern, or Volunteer?
   - Yes
   - No

4. Please select the statement that best describes your level of study in environmental, physical, or one of the natural sciences, environmental planning or other allied field.
   - I have 30-59 semester or 45-89 quarter credits.
   - I have 60-89 semester or 90-134 quarter credits (AA degree).
   - I have 90-119 semester or 135-179 quarter credits.
   - I have a Bachelor's degree.
   - I have a Master's degree.
   - I have a Ph.D.
   - None of the above statements apply.

5. Please indicate your degree and major study.

6. Please select the statement that best describes your experience in environmental analysis or control, or environmental planning.
   - I have at least three years of experience.
   - I have at least four years of experience.
   - I have at least five years of experience.
   - I have at least six years of experience.
   - I have at least seven years of experience.
   - I have at least eight years of experience.
   - I have at least nine years of experience.
   - I have at least ten years of experience.
   - None of the above statements apply

7. Please provide additional information to support your response above. The following information is needed: position title(s), specific duties, and periods of employment. Make sure your response specifically addresses the qualification above. An incomplete answer, including "please see resume" may remove you from further consideration.

8. Does your Environmental experience include at least two years equal to an Environmental Specialist 3 or above?
   - Yes
   - No
9. Describe any of your applicable experience, specific roles and functions related to:
monitoring data analysis and review; air pollution source health impact analysis; regulation
development; air pollution source emissions assessment and reduction; analysis of
demographic and environmental data used in environmental justice methodologies;
planning and practices addressing environmental injustice, equity, and environmental and
health disparities; community engagement; communicating effectively with overburdened
communities and underserved populations; and use of the DOH Environmental Health
Disparities map and EPA's EJSCREEN.

* Required Question