



DNR STATE UPLANDS DEPUTY SUPERVISOR

Recruitment Announcement

About the Washington Department of Natural Resources

The Washington State Department of Natural Resources (DNR) protects Washington State's heritage of natural resources by sustainably managing millions of acres of state lands in forests, under the sea and across agricultural plains. DNR has an annual operating budget of approximately \$245 million and has over 1300 permanent employees with approximately 500 additional staff hired during the summer fire season.

Each year, state trust forest, range, commercial, agricultural and aquatic lands generate more than \$300 million for public schools, state institutions, county services and aquatic restoration. As stewards of these lands, DNR manages them to also provide the state with fish and wildlife habitat, clean and abundant water and public access to outdoor recreation.

DNR also:

- Protects forestlands and communities against wildfire using wildland firefighting crews and aviation resources, collaborative forest health efforts and community preparedness assistance
- Manages the state's most precious natural areas
- Administers state forest practices rules
- Monitors geologic hazards and regulates the reclamation of surface mines
- Washington's public landscapes are a legacy that provides Washington State citizens with enormous environmental, recreation and economic benefit.



About the Department

Lands managed by the Washington State Department of Natural Resources are different than other publicly managed lands: They come with a legal responsibility to generate revenue for their designated beneficiaries, such as schools, counties, and critical local services.

DNR manages more than 2 million acres of forested state trust lands for long-term timber production, specific habitat objectives, and protection of clean, abundant water. These forests often provide public recreation opportunities, too.

As stewards of the state's lands and natural resources, DNR draws upon a variety of staff, including foresters, engineers, geologists, biologists, archaeologists, hydrologists, economists, and others as management activities are planned. All 2.4 million acres of DNR-managed forested lands are certified under the Sustainable Forestry Initiative, and 176,000 acres of those lands are also certified by the Forest Stewardship Council. Certified forests are grown to an approved set of standards that demonstrate environmentally responsible, socially beneficial, and economically viable management practices.



Trust Lands

At statehood in 1889, Congress granted Washington millions of acres of land to support public institutions such as funding the construction of public K-12 grade schools statewide, state universities, other state educational institutions, and prisons. Today, DNR manages 3 million acres of these federally granted trust lands to provide a continuous flow of revenue to beneficiaries through revenue-producing activities such as:

- Harvesting timber, biomass byproducts, and other forest products
- Leasing lands for agricultural purposes, such as orchards and vineyards, irrigated agriculture, dryland crops, and grazing
- Leasing communications sites, mining and mineral leases, wind farms and energy production, commercial properties, and rights of way.

In addition to earning income, activities on trust lands are managed to protect habitat for native plant and animal species, provide clean and abundant water, and offer diverse public recreation opportunities. As a trust land manager, DNR is obligated to follow the common law duties of a trustee, which include generating revenue, managing trust assets prudently and acting with undivided loyalty to trust beneficiaries.

Forest Lands

DNR manages hundreds of thousands of acres of state forest lands that help fund services in many counties and contribute to the state General Fund-earmarked for education. About 546,000 acres are State Forest Transfer trust lands that were acquired by 21 counties in the 1920s and 1930s through tax foreclosures. Unable to manage these mostly harvested and abandoned lands, counties deeded them to the state to manage as trust lands. In exchange, the county and the taxing districts in which the land is located are given most of the revenue from timber sales and other revenue-producing activities. These lands are managed in a manner similar to the federally granted trust lands. An additional 80,000 acres are State Forest Purchase trust lands-chiefly, they are valuable forestlands either purchased by the state or acquired as a gift.



Community Forests

As Washington's population grows, more suburban development occurs in previously forested areas. When lands are converted from forestry, the state loses the vital benefits that forests provide in the ecosystem-wildlife habitat, clean water for people and salmon, recreation, clean air, and carbon storage. Conversion also puts local natural resource-based industries and jobs at risk, along with the ecological, economic, and social values these forests provide to the community. In 2011 the state Legislature, the Governor, and the Department of Natural Resources (DNR) created a new tool for local community partners to participate in protecting working forestlands that benefit their communities-the Community Forest Trust.

Community forest trust lands are different from other state trust lands that DNR manages for the long-term benefit of the trust, where revenue generation is the primary focus. In contrast, community forests can be managed for other benefits, including watershed protection, recreation, fish and wildlife habitat, grazing, and timber production. In 2013, lawmakers designated the Teanaway Community Forest as the first community forest in Washington.

About the Position

The Deputy Supervisor for State Uplands provides executive leadership and oversees the day-to-day operations of the department's programs that manage Washington's upland assets. This position reports directly to the Chief Operating Officer (COO) and serves at the pleasure of the statewide elected Commissioner of Public Lands.

Serving as the department's senior leader for State Uplands, this role is both a steward of a strong existing vision and a catalyst for continued evolution. The Deputy Supervisor is expected to sustain effective programs and practices while also identifying opportunities to modernize, innovate, and adapt to emerging challenges, changing public expectations, and evolving economic and environmental conditions.

This position acts as key staff to the Board of Natural Resources, the land management policy-making authority for the department. Responsibilities include providing strategic and tactical leadership and oversight of all State Uplands programs, which are managed by the Divisions and operationalized by the Regions.

The Deputy Supervisor's primary purpose is to oversee the management and administration of approximately 3.1 million acres of state-owned uplands. The position is responsible for the administration, allocation, and oversight of a biennial budget of approximately \$163 million and approximately 355 FTEs.

Additional responsibilities include:

- Oversee and supervise the management of approximately 3.1 million acres of state-owned uplands across a broad portfolio of program areas, including Asset Management, Forest Resources, Product Sales and Leasing, Engineering, and Recreation and Conservation.
- Advance the vision and mission of State Uplands by not only sustaining successful practices, but also exploring new approaches, policies, and tools that improve outcomes for trust beneficiaries, communities, and the public.
- Lead thoughtful innovation in upland management by identifying opportunities to diversify revenue strategies, modernize operational practices, and respond to emerging environmental, economic, and social priorities.
- Ensure sustainable natural resource management, transparency, and public processes are grounded in sound science and continuously improved across policies, procedures, and operational practices.
- Build and maintain strong, collaborative relationships across the agency and with other state agencies, local governments, tribal governments, elected and appointed officials, businesses, and Washington residents.
- Review and analyze legislative proposals and actively participate in the development, communication, and representation of agency-sponsored legislation.

Desirable Qualifications

Successful candidates will have a bachelor's degree and at least seven years of progressively responsible leadership and management experience in a large, complex, and highly represented organization. An advanced degree is a plus.



The Ideal Candidate

For this critical leadership role, DNR seeks a credible, unifying leader who is deeply committed to the long-term success of State Uplands and who brings both strategic vision and a practical, results-oriented mindset.

The ideal candidate will value the strong foundation already in place while also being energized by opportunities to innovate, diversify, and transform how upland assets are managed to meet future needs.

The preferred candidate will demonstrate experience and success in the following areas:

- Deep knowledge of natural resource management principles and strategies, including ecological forestry and science-based approaches that balance conservation and production.
- Skill in navigating the political landscape of working for an elected official and building strong networks with cities, counties, Tribes, and communities across Washington.
- Ability to analyze complex, high-profile, and often controversial issues and guide the organization through change thoughtfully and transparently.
- Proven capacity to manage competing priorities while delivering timely, strategic recommendations.
- Experience with legislative processes, public policy development, and biennial budgeting.
- Cultural competency that supports effective leadership and collaboration in cross-cultural and multi-stakeholder environments.
- Labor relations experience within a highly represented workforce.
- Strong relationship-building skills with diverse interest groups, including the timber industry, environmental organizations, Tribes, trust beneficiaries, and local governments.
- A demonstrated commitment to workforce equity, diversity, and inclusion.
- A collaborative, customer-service-oriented leadership style that emphasizes partnership and trust.
- A creative problem solver with a focus on exploring new and innovative opportunities.
- The ability to influence, align, and motivate others to achieve shared goals and move complex initiatives forward.

Key Behavioral Competencies

All employees of the DNR are required to consistently demonstrate the following core competencies:

- Personal Accountability
- Value Others
- Compassionate Communication
- Inspire Others
- Commitment to Excellence



APPLICATION PROCESS

Persons interested in this position must submit a cover letter and a current resume. In order to be considered for the first round of interviews please submit your application materials no later than February 6, 2026 by visiting www.karrasconsulting.net and clicking on “view open positions.” If you have questions regarding this announcement, please call Marissa Karras at 360-956-1336.

The maximum annual salary for this position is \$175,800.
The starting salary may be less than the maximum.

The State of Washington is an equal opportunity employer and is strongly committed to enhancing the diversity of its workforce. We will provide assistance in the recruitment, application and selection process to applicants with disabilities who request such assistance.

Live and Work in a Great State

Washington State offers a total work/life package of pay, benefits, flexibility and workplace opportunities to help you get the most out of your career and out of life. Washington State is a great place to work, play, and be a part of a community. Washington offers a quality of life that is unsurpassed. From the high- energy urban center of Seattle, one of the nation’s top-ranked cities, to the more relaxed pace of our rural communities, Washington’s distinctive Northwest lifestyle blends a progressive, creative culture with a casual nature.

The position is located in Olympia, the capital city of Washington State. Olympia is a vibrant city with a small- town feel conveniently situated between Seattle and Portland, Oregon. Mount Rainier and the rugged Cascade Mountains provide majestic scenery to the east while Washington’s Pacific Coast is just an hour’s drive to the west. Olympia enjoys the benefits of an engaged and educated community and a well-supported school system, augmented by two universities and a community college.

