



State of Washington  
**Chief of Enforcement - EMS Band 4 - Exempt - 2026-03425**

<b>SALARY</b>	\$17,500.00 - \$18,833.33 Monthly \$210,000.00 - \$226,000.00 Annually	<b>LOCATION</b>	Thurston County – Olympia, WA
<b>JOB TYPE</b>	Exempt	<b>JOB NUMBER</b>	2026-03425
<b>DEPARTMENT</b>	Dept. of Fish and Wildlife	<b>OPENING DATE</b>	04/22/2026
<b>CLOSING DATE</b>	5/13/2026 11:59 PM Pacific		

Description



**Title** – Chief of Enforcement

**Classification** - EMS Band 4

**Job Status** - Full-Time/Exempt

**WDFW Program** - Enforcement Program

**Duty Station** - 1111 Washington St SE, Olympia, WA 98502 – Thurston County

**Posting Timeframe** - This recruitment is scheduled to be posted until May 13, 2026. Application review is ongoing, submit your application materials as soon as possible, this recruitment may be extended or closed at any time.

Learn more about being a member of [Team WDFW!](#)

[https://www.youtube.com/embed/krq\\_ty6w0n8??si=PeqkkiCZ-jS\\_gC6l&wmode=opaque&rel=0](https://www.youtube.com/embed/krq_ty6w0n8??si=PeqkkiCZ-jS_gC6l&wmode=opaque&rel=0)

*WDFW Recruitment Video*

*Lead a statewide law enforcement program supporting Washington’s fish, wildlife, and natural resource protection, serving over 200 staff.*

*As a member of the Executive Management Team, this role shapes agency direction by developing, implementing, and advising on enforcement policy, strategy, and legislation.*

*The Chief provides strategic and operational leadership across diverse field environments, overseeing the biennial budget, external contracts, and full appointing authority for the program, including labor relations and personnel decisions.*

*Partnering closely with agency leadership, the Commission, tribal governments, legislators, and external stakeholders, the Chief ensures coordinated, mission-aligned enforcement services while upholding the highest standards of integrity, accountability, and public trust.*



*Early April - Rainbow above Lake Lenore- Credit WDFW*

**Among the varied responsibilities of this role, the Chief of Enforcement provides strategic leadership and operational oversight for the agency's law enforcement program.**

Responsibilities include setting policy; overseeing budget, legislation, operations, and strategic planning; labor negotiations; and coordinating law enforcement activities across Fish, Wildlife, Habitat, IT, HR, and Financial Management programs, while building and maintaining strong relationships with Washington Tribes and interstate law enforcement partners.

Ensure that every officer is trained, equipped and ready for the hazards they face. The incumbent is expected to lead by example, be open minded, accessible, possess a high degree of integrity, and be accountable for accomplishing departmental and program assignments while allowing for a high degree of administration discretion in their execution.

**Examples of key duties include, but are not limited to:**

- Develop and direct the implementation of goals, objectives, policies, procedures and work standards for the Enforcement Program.
- Ensure that Enforcement policies comply with state, federal and other applicable laws and remain current with best policing standards, training and practices.
- Decide on operational and budgetary ability to support incidents and requests from State Emergency Management Services (EMS) related to natural disasters and other emergencies.
- Participate in Senior Leadership training and meetings.

- Serve as the principal expert and advisor for enforcement related issues at WDFW and is a member of the Executive Management Team.
- Build bridges with Program Leadership to achieve a 1DFW approach.
- Prepare and administer the program budget, with assistance and support from central budget.
- Recruit, train and manage work of commissioned and non-commissioned staff through direct subordinate levels of supervision.
- Act as the appointing authority for the Enforcement Program and ensure that employees demonstrate WDFW values and officers uphold their oath of office.
- Represent the agency and the Director in meetings with the Fish and Wildlife Commission, Legislature, members of boards and commissions, various governmental agencies, local law enforcement agencies and a variety of public and private organizations, regarding fish and wildlife hunting, viewing, conflict resolution, and outdoor policing issues.
- Oversee all agency police functions including resource and community-oriented policing, patrol, crime prevention, investigation, dispatch, emergency response, license suspensions and records.
- Direct the investigation of crimes to include coordination with other agencies - assist the Attorney General's staff and state and federal Prosecutors in the preparation of cases.
- Build and maintain relationships with Sheriffs, Washington State Patrol, Department of Natural Resources, Washington State Parks, and Tribal Enforcement Leadership.

**Working Conditions:**

**Work Setting, including hazards:** Primarily an office environment, however, may be expected to respond and handle emergent issues in the Natural Resource Building and Capital Campus, and other public safety and law violations while traveling.

Work may include exposure to difficult circumstances, including exposure to dangerous situations, hazardous materials, and all-weather conditions.

**Schedule:** Typically, 8:00 a.m. to 5:00 p.m., Monday through Friday.

May be required to work extended shifts or be called back to work in emergency situations.

**Travel Requirements:** Attend meetings at various sites within and away from Olympia.

**Tools and Equipment:** Firearms, Taser, body worn camera, handcuffs, knife, baton, radio, Patrol vehicle, computer, satellite and smart phone.

**Qualifications:****Required Qualifications:**

Bachelor's degree in criminal justice, police science, public administration, or a related field or commensurate work experience.

**AND ALL of the following: (may be gained concurrently)**

- Five (5) years of command or management experience in law enforcement operations equivalent to the rank of Lieutenant, Commander, Captain or higher; OR an equivalent combination of education and experience to successfully perform the essential duties of the job.
- Washington Basic Law Enforcement Training Certificate for equivalent from another state.
- Washington or equivalent Law Enforcement certification credentials.
- Supervisory and advanced leadership certificates.

- Must have a demonstrated background that illustrates their ability to lead a life of public service that exemplifies our core values and is in keeping with the law enforcement code of ethics.

**Background Investigation:**

- Must pass a detailed background investigation, including polygraph and psychological exams as required in RCW 43.101.095 and 77.15.075.

**Knowledge of:**

- Principles, practices and procedures of police administration to include resource/community policing, natural resource crime investigations, and a high level of service delivery.
- Fish and Wildlife laws, criminal laws, administrative codes, court interpretations, including state and federal constitutions, apprehension, arrest, search and seizure and rules of evidence.
- Administrative principles and practices, including goal setting, program development, setting employee expectations, evaluation and supervision of staff, either directly or through subordinate levels of supervision.
- Principles and practices of budget development, administration and accountability.
- Principles and practices of labor law, contract development, negotiations, and application.
- Computer and software applications related to the work.
- Techniques for effectively representing the Agency in contact with governmental agencies, Fish and Wildlife Commission, legislators, community groups and various business, professional, educational and regulatory organizations.

**Experience and Expectations:**

- Planning, organizing, administering, coordinating, reviewing and evaluating a comprehensive natural resource police services program.
- Providing for the recruitment and the professional development of staff.
- Developing and implementing goals, objectives, policies, procedures, work standards and internal controls for general authority police officers.
- Effectively representing the WDFW Police and the Agency in meetings with governmental agencies, Fish and Wildlife Commission, community groups and various business, professional, education, regulatory and legislative organizations.
- Preparing clear and concise reports, correspondence, policies, procedures and other written materials; Using tact, initiative, prudence and independent judgment within general policy and legal guidelines.
- Making effective public presentations.
- Establishing and maintaining effective working relationships with those contacted in the course of the work.

**Certifications/Licenses:**

- Valid driver's license with satisfactory driving record.

**Special Requirements/Conditions of Employment:**

- Must possess or obtain and maintain first aid, CPR, firearms, and defensive tactics qualifications.
- The incumbent will be expected to wear a full police uniform, maintain firearm and defensive tactics certification, complete Criminal Justice Training Commission (CJTC) annual mandatory training requirements, and meet the essential functions of a general authority WDFW Police Officer.

**Preferred Qualifications:**

**In addition to the required qualifications, our ideal applicant will possess one or more of the following:**

- A master's degree in criminal justice, police science, public administration, or a related field.
- Law enforcement command-level certificate from the FBI Academy, Southern Police Institute, Northwestern University Police Command School, or other equivalent training program.
- Supervision or management in natural resource law enforcement.
- Participation in and/or working knowledge of the Fisheries Management Councils, North of Falcon process, Tribal treaty and case law, Fish and Wildlife management principles.
- Participation in State and International Chief and Sheriff organizations, National Association of Conservation Law Enforcement Chiefs, and Western Association of Fish and Wildlife Agencies.
- Knowledgeable about fishing, hunting, and outdoor recreation.

**Your application should include the following:**

- A completed online application showcasing how your qualifications align with the job requirements.
- An up-to-date resume.
- A cover letter detailing your interest in the position, your relevant skills and experience, and why you are the ideal candidate.
- At least three professional references with current contact information.

## Supplemental Information

In addition to [pay](#) and other [special employee programs](#), there are other [benefits](#) that WDFW employees may be eligible for. Click the "Benefits" tab at the top of this announcement to learn more.

**Important Note:**

All new employees must complete an Employment Eligibility Verification Form (I-9 Form) on their first day of work. If hired for this or any position at WDFW, you will be required to provide documentation proving you are eligible to work in the United States. For a list of acceptable documents, please use the following link: <https://www.uscis.gov/i-9-central/form-i-9-acceptable-documents>



**Veteran and Military Spouse Preference Notice:**

Per [RCW 73.16.010](#) Veterans and qualifying spouses who meet the minimum qualifications of a position are eligible for preference during the initial application review stage. To receive this benefit, please do the following:

- Notify us of your veteran or military spouse status by email at [valerie.rogers@dfw.wa.gov](mailto:valerie.rogers@dfw.wa.gov).
- **Veterans only** – Attach a copy of your DD214 (Member 4 copy), NGB 22 or USDVA signed verification of service letter.
  - Please redact any PII (personally identifiable information) data such as social security numbers.
- Subject line must include recruitment number, position, and spouse/veteran (example: 2026-1234 – Biologist 1 – Veteran)
- Include your name as it appears on your application in careers.wa.gov.



### ***Diversity, Equity, and Inclusion Employer***

*As part of WDFW's efforts to advance respectful and inclusive work environments, the Agency expects inclusivity as part of our professional interactions and communications. Therefore, we want to ensure that all individuals feel welcome, are treated fairly and respectfully. All staff are empowered to fully contribute to serving their work unit, Agency, and the citizens of Washington.*

*The Department of Fish and Wildlife 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, disabled and Vietnam era veterans and people of all sexual orientations and gender identities are encouraged to apply.*

**Request an accommodation:** Persons needing accommodation in the application process or this announcement in an alternative format please contact Jayme Chase by phone 360-902-2278 or email [Jayme.Chase@dfw.wa.gov](mailto:Jayme.Chase@dfw.wa.gov), or the Telecommunications Device for the Deaf (TDD) at 800-833-6388.

**Technical Difficulties:** If you are having technical difficulties creating, accessing, or completing your application, please call NEOGOV toll-free at (855) 524-5627 or [support@neogov.com](mailto:support@neogov.com).

**Other questions:** If you have other questions regarding this position, please reach out to [valerie.rogers@dfw.wa.gov](mailto:valerie.rogers@dfw.wa.gov) and reference job #2026-03425.

Know someone who would like to volunteer? [WDFW-Get Involved-Volunteer!](#)

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## **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>

## Chief of Enforcement - EMS Band 4 - Exempt - 2026-03425 Supplemental Questionnaire

### \*QUESTION 1

Are you currently an employee of the Washington Department of Fish and Wildlife? This includes permanent, non-permanent, intern, project, and career seasonal.

- Yes  
 No

### \*QUESTION 2

The selected candidate must pass a detailed background investigation, including polygraph and psychological examinations, as required under RCW 43.101.095 and RCW 77.15.075. Are you willing to meet these requirements?

- Yes  
 No

### \*QUESTION 3

Do you have a valid driver's license and a satisfactory driving record?

- Yes  
 No

### \*QUESTION 4

Do you have a bachelor's degree or a higher-level degree?

- Yes  
 No

### \*QUESTION 5

If yes, please list your degree(s) and field of study. If no, please describe how your relevant professional experience meets the year-for-year substitution for the required education.

### \*QUESTION 6

Please select the option that best describes your command or management experience in law enforcement operations at the rank of Lieutenant, Commander, Captain, or above.

- Less than 5 years of experience.  
 5 years – 9 years of experience.  
 9 or more years of experience.

### \*QUESTION 7

The following certifications are required for this position. Please select ALL the certifications that you currently hold:

- Basic Law Enforcement Training certificate from Washington State, or equivalent from another state.  
 Law Enforcement Certification from Washington State, or equivalent from another state. Supervisory and advanced leadership certifications.

- Supervisory and advanced leadership certifications.
- None of the above.

**\*QUESTION 8**

Please describe how you ensure accountability, integrity, and performance standards within a law enforcement organization, including how you demonstrate WDFW's ASPIRE values (Accountability, Service, Professionalism, Integrity, Respect, and Excellence), lead by example, and address performance or ethical issues. ("See Resume" is not a valid response, if you do not have this experience, put N/A).

**\*QUESTION 9**

Please describe your experience coordinating with external partners such as other law enforcement agencies, tribal governments, or regulatory bodies. What challenges did you face and how did you build effective working relationships? ("See Resume" is not a valid response, if you do not have this experience, put N/A).

**\*QUESTION 10**

How did you hear about this job posting? (Select all that apply).

- American Fisheries Society (AFS)
- Careers.wa.gov
- Community Based Organization
- Community/Technical College
- Conservation Job Board
- El Informador
- Facebook
- Four W's Fishing Team, LLC – Willard Franklin III, LinkedIn
- Handshake
- Hiring Event/Workshop
- Hydraulic Institute (HI)
- Indeed.com
- Job Board
- Job Fair
- LinkedIn
- Mount Hood Community College (MHCC)
- Newspaper
- Other
- Other State Agency
- Other Website
- Professional Association
- Society of American Foresters (SAF)
- Texas A&M
- University Job Board
- UW College of the Environment

- WDFW Employee
- WDFW Recruiter
- WDFW Website
- Word of Mouth
- WorkSource
- X (formerly Twitter)

### QUESTION 11

Tell us more – kindly share which website, organization, person, or other source led you to this job posting.

\* Required Question