

FIND IT IN NATURE.™

**mn** DEPARTMENT OF  
NATURAL RESOURCES



CAREER GUIDE

Creating a  
**healthy,  
sustainable,  
livable** Minnesota  
for you.

**Diversity** We value diversity in nature.  
We value diversity in the workplace.

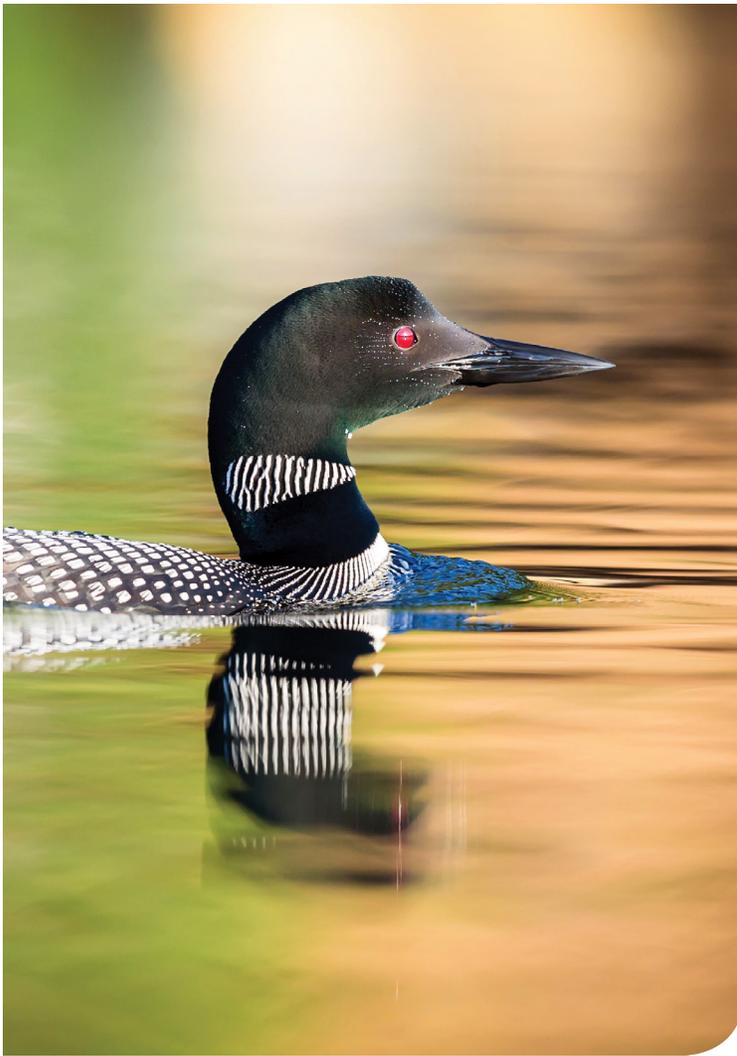


## We are glad you are interested in working for the Minnesota Department of Natural Resources

Minnesotans take great pride in our natural resources. As our population grows and demands on resources intensify, that pride remains steady — but our approach to conservation must evolve. Caring for the land, air and water that supports us and other living things is more urgent than ever, and we must be prepared to address the challenge.

By working at the Minnesota Department of Natural Resources (DNR), your skill, talent and innovation can help us meet this challenge for generations to come. Find your career at DNR and join over 3,000 professionals dedicated to conserving and managing Minnesota's natural resources.

Tom Landwehr  
Minnesota Department of Natural Resources Commissioner



**Safety** It's our top priority.  
We demonstrate safety excellence.  
We commit to a goal of zero accidents.

## MISSION STATEMENT

The mission of the Minnesota Department of Natural Resources is to work with citizens to conserve and manage the state's natural resources, to provide outdoor recreation opportunities, and to provide for commercial uses of natural resources in a way that creates a sustainable quality of life.



**Respect** We treat others as we wish to be treated.  
We are open and honest.





# natural heritage

We protect and manage land,  
water, fish and wildlife — naturally.

## EXPLORE THE MINNESOTA DEPARTMENT OF NATURAL RESOURCE DIVISIONS



### ECOLOGICAL AND WATER RESOURCES

Healthy waters, land use, invasive species, endangered animals and plants, nongame wildlife and research — the Ecological and Water Resources Division (EWR) is at the center of many important environmental issues.

Specialists and scientists study bees, butterflies, bats and raptors, and help manage healthy water supplies with the understanding that Minnesota's lakes, rivers and wildlife belong to all citizens. EWR employees help protect the natural resources that improve Minnesota's quality of life.



### ENFORCEMENT

The Enforcement Division (ENF) is the sixth largest law enforcement agency in Minnesota, employing over 200 licensed peace officers. Within the state, DNR Enforcement is the primary agency responsible for natural resources and recreational law enforcement. By working independently in locations all around the state, they protect our resources, citizens and visitors. The conservation officer's role in preserving Minnesota's natural resources is a model of efficiency, professionalism and pride, resulting in one of the most challenging and rewarding careers the DNR offers.



## FISH AND WILDLIFE

The Fish and Wildlife Division (FAW) monitors and manages healthy and productive fish and wildlife populations that support high quality and abundant fishing, hunting, trapping and wildlife viewing opportunities. Our staff protect, enhance, and restore habitats that are essential for fish and wildlife populations, as well as engage with the public and form partnerships. By helping others become more aware of the outdoors, FAW employees provide hunting and fishing opportunities that enable citizens to support the conservation of natural resources.



## FORESTRY

The Forestry Division (FOR) protects and manages trees, woodlands, and forests entrusted to DNR for the benefit of all Minnesotans. Employees strive to provide a sustainable supply of multiple forest resources and to protect lives and property from wildfires. Forest professionals work in six major programs across the state, including State Land Management, Resource Protection, Cooperative Forest Management, Resource Information and Analysis, Nursery and Tree Improvement, and Forest Resource Information and Planning.



## LANDS AND MINERALS

Minnesota mines produce 80% of the ore and taconite mined in the entire nation! Lands and Minerals Division (LAM) mining staff follow state statutes and rules while overseeing every step of the state's mining process including exploration, permitting and reclamation. LAM's professional real estate agents assist the DNR in purchasing land to provide the recreational and natural resource

experiences our citizens enjoy such as state parks and trails, public water access sites, wildlife management areas, and more.



## PARKS AND TRAILS

The Parks and Trails Division (PAT) oversees the operations and maintenance of state parks, state trails, state water trails, forest recreation areas, fishing piers, public water accesses and more. Employees plan, build, and maintain park and trail facilities, protect natural and cultural resources, assist customers and provide interpretive programs. By creating these unforgettable park, trail and water recreation experiences, people are inspired to pass along their appreciation for the outdoors to current and future generations.



## OPERATIONS SERVICES

The Operations Services Division (OSD) jobs are essential in support of DNR as a whole. With an integrated leadership and business foundation, OSD employees work in many different areas including accounting, budgeting and contracting, human resources, training, safety, fleet and facility management, planning, legal services, information technology, and communications. Without these support services, DNR would not be able to fulfill its responsibilities in conserving and managing Minnesota's natural resources.



# sustainability

We strive for a vibrant, healthy Minnesota for generations to come. It's woven into everything we do.

## STILL WORKING ON YOUR DEGREE? DNR OFFERS PAID INTERNSHIPS!

We provide opportunities across Minnesota to gain practical work experience in a realistic work environment. Explore these internships and more to gain professional experience at DNR! Pay data is based on fiscal year 2017.

### ECOLOGICAL AND WATER RESOURCES

#### **Watercraft Inspection Internship—\$10/hour**

A watercraft inspector informs and educates the public about invasive species threats to Minnesota's waters. As you work on public water access sites you'll provide information to watercraft users while inspecting watercraft for invasive species. Other duties include assisting a coordinator with access postings, assisting conservation officers with access checks, and performing invasive plant removal.

### FISH AND WILDLIFE

#### **Waterfowl Banding Internship—\$12/hour**

As a waterfowl banding intern, you'll work all over Minnesota to identify the age and sex of waterfowl, attach leg bands, and accurately record and enter data. Other duties include maintaining field equipment,

writing project summaries, and building relationships with the public, private landowners and coworkers.

#### **MinnAqua Internship—\$12/hour**

As a MinnAqua intern, you will provide fishing and aquatic resources education to youth and families across the state. Along with inspiring enthusiasm for Minnesota's water resources among participants, you will organize and teach fishing skills, fish identification, aquatic ecology and water stewardship.

### FORESTRY

#### **Forestry Internship—\$12/hour**

As a Forestry intern, you play a vital role in collecting data on state forest land. Interns conduct native plant community surveys, regeneration surveys and forest inventories. Duties may also include assisting local forestry staff with appraising and scaling timber, writing silvicultural prescriptions, and performing road maintenance.

**For more internship opportunities and information, visit:**

[www.dnr.state.mn.us/jobs/internships](http://www.dnr.state.mn.us/jobs/internships)

# DNR POSITION / SALARY RANGE EXAMPLES

The DNR provides many career opportunities in all seven divisions! The following classifications are just a few of the many employment possibilities within the agency. Salary range data is based on fiscal year 2017.

## ECOLOGICAL AND WATER RESOURCES

### **Engineer Aide Senior**

\$42,929 - \$60,448

### **Natural Resource (NR) Specialist**

#### **Eco Services**

\$40,278 - \$69,781

#### **NR Program Supervisor**

\$55,416 - \$80,242

#### **Research Scientist**

\$42,950 - \$90,055

## ENFORCEMENT

### **Conservation Officer**

\$53,787 - \$70,929

### **Regional Training Officer**

\$57,044 - \$75,293

### **District Supervisor (Lieutenant)**

\$76,964 - \$91,371

### **Regional Manager (Captain)**

\$71,535 - \$102,918

## FISH AND WILDLIFE

### **NR Specialist Fish/Wildlife Researcher**

\$42,950 - \$67,317

### **NR Specialist Fisheries/Wildlife**

\$40,278 - \$69,781

### **NR Area Supervisor Fisheries/Wildlife**

\$55,416 - \$80,242

## FORESTRY

### **NR Forestry Technician**

\$39,630 - \$55,624

### **NR Forestry Wildfire Dispatcher**

\$41,697 - \$60,552

### **NR Forestry Specialist**

\$38,962 - \$67,317

### **NR Forestry Supervisor**

\$59,550 - \$86,151

## LANDS AND MINERALS

### **Mineland Reclamation Specialist**

\$41,697 - \$67,317

### **Realty Specialist**

\$42,950 - \$69,781

### **Hydrologist**

\$44,433 - \$83,604

### **Realty Supervisor**

\$59,550 - \$86,151

## PARKS AND TRAILS

### **Parks Worker**

\$31,863 - \$42,470

### **Interpretive Naturalist**

\$38,962 - \$67,317

### **NR Specialist Trails and Waterways**

\$40,278 - \$69,781

### **NR Park Supervisor**

\$47,669 - \$86,151

## OPERATIONS SERVICES

### **Office and Administrative Specialist**

\$31,529 - \$52,868

### **Heavy Equipment Mechanic**

\$50,049 - \$57,942

### **Accounting Officer**

\$38,962 - \$77,590

### **Human Resource Specialist**

\$38,962 - \$67,317

### **Information Officer**

\$38,962 - \$67,317

### **Architect**

\$56,355 - \$96,445

By joining our team, you will not only gain access to great health benefits and professional development, you will be helping to protect our state's natural resources and building a better Minnesota.

# volunteers

## LOOKING FOR MORE WAYS TO GET INVOLVED? VOLUNTEER WITH DNR!

More than 30,000 volunteers have contributed to preserving and enhancing Minnesota's natural beauty through the DNR's special programs. Explore exciting opportunities throughout the state by becoming a DNR Volunteer!

Special programs include:

- Tree Cookies for a Classroom
- Frog and Toad Calling Surveys
- Minnesota Lake Level Recording Program
- Minnesota Loon Monitoring Program
- Safety Training Instructors: Firearms, Bow, ATV and Snowmobile
- Wildflower and Shrub Seed Collecting
- Zebra Mussel Monitoring
- MN State Fair opportunities  
(Sign up to be Smokey Bear or the Emerald Ash Borer!)

**Want more?**

**Text MNDNR VOLUNTEER to 468311  
or visit [mndnr.gov/volunteering](http://mndnr.gov/volunteering)**

## **m** DEPARTMENT OF NATURAL RESOURCES

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888-646-6367 or 651-296-6157  
[mndnr.gov/jobs](http://mndnr.gov/jobs)

The Minnesota Department of Natural Resources (DNR) is an equal opportunity, affirmative action, and veteran-friendly employer, and encourages all qualified candidates to apply for job opportunities. Persons with disabilities who need assistance or documents in alternative formats, such as large print, braille, or audio tape may contact the DNR ADA Title I Coordinator at [ADAdiversity.dnr@state.mn.us](mailto:ADAdiversity.dnr@state.mn.us) or 651-259-5016.

Funding provided by the Minnesota Environment and Natural Resources Trust Fund.

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OSD\_116 Rev. 10/16



A volunteer performing invasive specie control by removing buckthorn at Grey Cloud Dunes Scientific and Natural Area (SNA).