

Environmental Laboratory Auditor - Inorganic Chemistry (Chemist 3) (2 positions)



Salary

\$74,748.00 - \$100,488.00 Annually

Location

Kitsap County – Manchester, WA

Job Type

Full Time - Permanent

Remote Employment

Flexible/Hybrid

Job Number

2026-EAP54225431-06578

Department

Dept. of Ecology

Division

Environmental Assessment

Opening Date

08/13/2026

Closing Date

Continuous

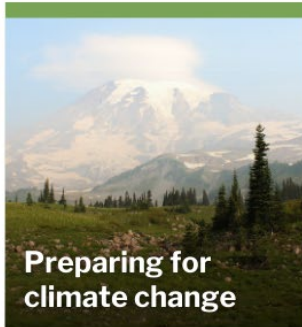
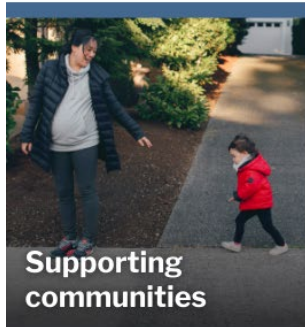
Salary Information

The high end of the salary range, Step M is typically a longevity step

- [Description](#)

- [Benefits](#)
- [Questions](#)

Description



DEPARTMENT OF
ECOLOGY
State of Washington

Keeping Washington Clean and Evergreen

The Department of Ecology is hiring two **Environmental Laboratory Auditor - Inorganic Chemistry (Chemist 3)** positions within the [Environmental Assessment Program](#).

Location:

- Laboratory Accreditation Office in Manchester, WA
- Upon hire, you must live within a commutable distance from the duty station.

Schedule:

- The positions must work in-person at the Laboratory Accreditation Office on Mondays, our weekly Team Day, with additional on-site days required during onboarding and training.
- The positions conduct some fieldwork at laboratories throughout Washington state, mostly in the western region.
- After onboarding and training is complete, the positions are eligible for telework and flexible schedule options.
- Schedules are dependent upon position needs and are subject to change.

Application Timeline:

- **Apply by August 27, 2026**
- Applications submitted after the date above may not be reviewed unless additional qualified applicants are needed.



Ecology is committed to Diversity, Equity, Inclusion, and Respect

Duties

As a Chemist 3, you will help protect Washington's environment and public health by accrediting environmental laboratories. In this role, you will perform laboratory assessments for inorganic chemistry testing procedures, with a primary focus on wastewater laboratories at wastewater treatment plant facilities. This position offers meaningful scientific work with opportunities to broaden your technical expertise, support statewide environmental initiatives, and play an important role in maintaining the integrity of Washington's laboratory accreditation program.

What you will do:

- Processes applications for laboratory accreditation.

- Review quality assurance manuals, standard operating procedures, analytical data, and performance testing results submitted in support of applications for accreditation.
- Make recommendations to the Laboratory Accreditation Unit supervisor on whether laboratories can produce accurate and defensible analytical data.
- Prepare correspondence informing laboratories of their accreditation status.
- Conduct mostly on-site and occasional virtual audits of laboratories, either independently or in collaboration with a microbiology auditor.
- Prepare reports of audit findings and recommend corrective actions to improve laboratory procedures.
- Track compliance with audit findings.
- Provide technical support to wastewater treatment plant laboratories at municipal and industrial facilities.



Qualifications

For detailed information on how we calculate experience and responses to other frequently asked questions, please visit our [Recruitment website](#).

Required Qualifications:

Eight (8) years of experience and/or education related to the duties of the position, which must include all the following:

- **Scientific Method Application (Inorganic Chemistry)** – Demonstrated ability to evaluate laboratory procedures, QA/QC, SOPs, and analytical data for inorganic chemistry, to ensure published methods are correctly and consistently used. Follows established protocols and applies discipline-specific knowledge to support laboratory accreditation standards.
- **Collaborative Communication** – Demonstrated ability to work cooperatively with colleagues, partners, and customers while communicating clearly and respectfully in writing and verbally. Shares information openly, documents work effectively, and builds strong, trusting relationships to support shared goals and successful outcomes.
- **Attention to Detail** – Ability to review documents, data, and procedures carefully to ensure accuracy and traceability.
- **Problem Solving** – Ability to identify issues, analyze information, and recommend practical solutions to improve work processes and outcomes.
- **Technical Assistance** – Ability to explain processes, answer questions, and provide guidance to help environmental laboratories understand and meet accreditation standards.

Education involving a major study in chemistry, environmental science, microbiology, or a related scientific field with a minimum of 30 semester hours or 45 quarter hours of college-level chemistry.

Examples of how to qualify:

- 8 years of experience.

- 7 years of experience AND 30-59 semester or 45-89 quarter college credits.
- 6 years of experience AND 60-89 semester or 90-134 quarter college credits (Associate's degree).
- 5 years of experience AND 90-119 semester or 135-179 quarter college credits.
- 4 years of experience AND a Bachelor's degree.
- 2 years of experience AND a Master's degree.
- 1 year of experience AND a PhD.

Special Requirements/Conditions of Employment:

- Must be able to obtain and maintain a federal EPASS for the Manchester Lab facility.

Desired Qualifications:

- **Professional Judgment** – Ability to evaluate information and apply guidelines appropriately to make fair, well-supported recommendations.
- **Adaptability** – Ability to adjust to changes in procedures, priorities, or technology to stay effective in the role.
- **Regulatory Understanding** – Ability to apply established standards and requirements to ensure work is completed in compliance with applicable rules.
- **Audit and Review** – Ability to assess work practices and documentation to identify strengths, deficiencies, and needed improvements.
- **Record Management** – Ability to organize and maintain accurate records and documentation to support transparency and accountability.
- **Technology and Software Use** – Ability to use databases, spreadsheets, and standard software tools to document work, analyze information, and communicate effectively.

If you are excited about this role and meet the required qualifications, we encourage you to apply. Desired qualifications reflect additional knowledge, skills, or experience that are

helpful but not required. Studies have shown that some applicants, especially women and people of color, are less likely to apply unless they meet every listed qualification. At the Department of Ecology, we are dedicated to building a diverse and authentic workplace centered in belonging, and we welcome applicants with varied backgrounds and unique perspectives.

Supplemental Information

Ecology does not use the E-Verify system; therefore, we are not eligible to extend STEM Optional Practical Training (OPT). For more information, please visit www.uscis.gov.

Our Commitment to DEIR

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.

Application Process

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 job seekers from all backgrounds are encouraged to apply.

How to Apply

Click “Apply” at the top of this page. Complete the entire application, including full work history and responses to all supplemental questions, and attach:

- Cover letter, describing your interest in and qualifications for this position
- Resume

Because we base our selection on the information you provide, it is in your best interest to complete the application thoroughly. A resume will not substitute for the “work experience” section of the application or vice versa. Applications with blank fields or supplemental question responses with comments such as “see resume” may be considered incomplete.

For detailed application information, please visit our [Recruitment website](#).

Application Attestation: By submitting an application, you are affirming that the information contained in your application and on all attachments is complete and truthful. The state may verify this information, and any false or misleading answers may result in rejection of your application or dismissal if employed.

Need an Accommodation?

If you need reasonable accommodation during the application and/or screening process, including this job announcement in an alternate format:

- Please contact us at 360-407-6186 or careers@ecy.wa.gov
- If you are deaf or hard of hearing, you may call through the Washington Relay Service by dialing 711 or 1-800-833-6384.

Questions?

- For specific questions about the position location options, schedule, or duties, please contact Rebecca Wood at Rebecca.Wood@ecy.wa.gov
- If you need assistance applying for this job, are inquiring about the status of your application, would like to request the full position description, or have any other questions, please contact the Recruitment Team at careers@ecy.wa.gov

About the Environmental Assessment Program

The mission of the Environmental Assessment Program (EAP) is to measure, assess, and communicate environmental conditions in Washington State. We work to improve the environment for current and future generations through innovative and excellent science and thriving partnerships. These positions are in the Laboratory Accreditation Unit within EAP's Business Operations Section.

About the Department of Ecology

As the State of Washington's environmental protection agency, we are deeply committed to protecting, preserving, and enhancing Washington's environment for current and future generations. Joining Ecology means becoming part of a team dedicated to protecting and sustaining healthy land, air, water, and climate in harmony with a strong economy. A career in public service at Ecology 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. We invest in our employees to create and sustain a working environment that encourages creative leadership, effective resource management, teamwork, professionalism, and accountability.

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 Incentive](#), [Combined Fund Drive](#), [SmartHealth](#) *[Click here for more information](#)

To learn more about Ecology, please visit our [website](#), explore [Working at Ecology](#), check out our [Strategic Plan](#), and connect with us on [LinkedIn](#), [Facebook](#), [Instagram](#), [YouTube](#), or our [blog](#).

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.

Collective Bargaining: This is a position covered by a bargaining unit for which the Washington Federation of State Employees (WFSE) is the exclusive representative.

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.