

Josh Pierson

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Qualifications and Experience

I have worked for Washington State Parks for nine years, beginning as a seasonal park aide and working my way up to a fully-commissioned law enforcement Park Ranger 2. I am currently operating Sequest State Park in Castle Rock, WA.

The role of a ranger is multi-faceted, requiring proficiency in all-around park operation, including customer service, problem-solving, financial/administrative operations, and personnel management, in addition to law enforcement and emergency management.

I grew up in my dad's body shop, and together we restored my first car. I am not afraid to get my hands dirty or learn new skills.

In the true spirit of the Ranger, I have many varied strengths—I am, broadly speaking, a *generalist* always seeking to improve.

I have a perfectionist work ethic and impeccable integrity. I am also accustomed to flexibility and odd hours, working most evenings, holidays, and weekends for the past six years with the expectation of being available for emergencies at a moment's notice.

Park Ranger 2 – <i>Sequest State Park</i>	<i>March 2020 – present</i>
Park Ranger 2 – <i>Olympic View Area/Fort Worden State Park</i>	<i>October 2015 – February 2020</i>
Park Ranger 2 – <i>Sequest State Park</i>	<i>May – October 2015</i>
Park Ranger 1 – <i>Fort Worden State Park</i>	<i>May – December 2014</i>
Park Aide – <i>Lewis and Clark State Park</i>	<i>Seasonally 2011-2013</i>

Customer Service

-Five years' experience as law enforcement ranger in a park which averaged 1.25 million visitors annually, co-managed with the city of Port Townsend and 15 partner organizations and businesses.

-Experience working closely with staff and volunteers to manage campground/tourism rental operations—e.g., responsible for 83 campsites, 22+ vacation houses, and a conference center at Fort Worden State Park from 2015-2020.

-Highly-proficient at adapting to problems and changing circumstances as they emerge.

-Extensive interaction with the public to address visitor inquiries and complaints. Trained to provide excellent customer service and de-escalation, including tactical communication and “verbal judo”—my manager was the official Washington State Parks Tactical Communications instructor.

Leadership

-I have managed five direct-report employees at once, not including full-time volunteers.

-Experience managing various volunteer individuals/groups in a park setting, including: Boy Scout work project groups from 10-40 members, supervision of two or more sets of campground hosts year-round, and cooperating closely with the Puget Sound Coast Artillery Museum to combat graffiti and lead restoration efforts on historic artillery batteries at Fort Worden State Park.

-Have led crews of seasonal employees, collaborating on routine and team projects while establishing and meeting project/maintenance goals.

-Completed three-day Department of Enterprise Services “Leading Others” leadership training seminar.

-Safety Coordinator (2018-2020) — Responsible for monthly employee safety meetings, annual facility safety inspections, and mitigation of liability/risk for park visitors in facilities in the North Olympic View Area, coordinated via the agency safety program in Olympia.

-Experienced at delegating tasks when appropriate.

Administration

-Nearly a decade of experience operating within a strict set of operational and ethical guidelines as required by state and agency policy.

-My strength is in detail and task-oriented processes, including projects or jobs that require a specific result or protocol. I enjoy designing and implementing orderly systems (often via trial and error) to simplify tasks and routine procedures and utilize employee strengths as assets.

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-Meticulous attention to detail in finances; responsible for my own expense reports and processing purchasing requisitions, consistent with the State of Washington's Department of Enterprise Services contract purchasing requirements.

-Routine collection and processing of thousands of dollars in park fees (camping/day-use/merchandise sales), reconciliation in a point-of-sale system, and bi-weekly revenue auditing/reconciliation and bank deposit cash transmittals.

-Experience hiring seasonal grounds/maintenance crew—screening applicants, interview panels, and all paperwork related to background checks, agency hiring requirements and employment eligibility verification process.

-Experience creating park/area-wide staff schedules and ensuring adequate shift coverage across up to five parks at once.

-Excellent writing/proofing skills and careful report and letter writing, and I work within deadlines in a timely fashion.

Law Enforcement/Emergency Management

-Fully-commissioned law enforcement officer since 2015, with previous limited commission in 2014, maintaining all annual physical fitness/defensive and control tactics/firearms proficiency certifications and Federal/State administrative training requirements.

-Equally proficient at independent and team-oriented operation—four years spent simultaneously as the roving Olympic View Area as well as the dedicated Fort Worden State Park night law enforcement park ranger.

-Routine operation of marked law enforcement vehicles and all associated equipment (overhead lights, mobile radios, sirens) and have collaborated with Fire/Aid engines for aid response/transport on numerous occasions. Formal emergency vehicle operation (EVOC) training.

-Experience operating in a command hierarchy, including formal FEMA/National Incident Management incident command structure.

-Networked closely with outside agencies (particularly Port Townsend Police/Fire and Jefferson County Sheriff's Office, occasionally Washington Department of Fish and Wildlife, Washington State Patrol, and the United States Border Patrol and Coast Guard/Investigative Service) and maintained cordial and professional working relationships with officers, sergeants, and commanders/duty chiefs for five years.

-Law enforcement incident response, including domestic violence, DUI, minor in possession, drug violations, malicious mischief, vehicle collisions, eluding, weapons violations, and burglar alarms/unsecured premises, etc.

-Confident in emergency situations and adaptive to rapidly-changing circumstances: numerous visitor injuries, missing persons, commercial fire alarms, and deaths/body recoveries.

-Experience with large public events – “Old School Fourth of July” at Fort Worden draws several thousand, “Rhody Run” approximately 2,000, “Modest Mouse” rock concerts hosted approximately 3,400, and “Thing” festival in August 2019 brought 5,000-7,000 people for two days.

-Highly competent and professional with radio communications via Washington State Patrol/county dispatch.

Stewardship

-Compiled extensive park-specific research (particularly the history of Fort Worden) and applied it effectively:

-Designed and fabricated a full-scale interpretive display model of a 12-inch seacoast rifle for display at Battery Joseph Ash.

-Conducted independent research to create a brochure/poster about the thirteen United States military veterans for whom the fort and batteries were named.

-Planned and led Fort Worden State Park's 2020 New Year's Day two-hour historical interpretive hike—approximately 70 participants.

-Continued research at Seaquest State Park, regarding history of C.J. Seaquest pioneer homestead.

-Drafted and implemented multi-year restoration/maintenance plan to preserve historic structures of Fort Worden's Artillery Hill.

-Drafted grant proposal for interpretive project at Fort Worden's Battery David Kinzie and facilitated extensive brush reclamation around the structure consistent with agency Historical Preservation guidelines and the park's National Historic Register status.

-Offered routine formal/impromptu interpretive presentations. Comfortable with public speaking in small and large crowds.

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Maintenance

-Confident in safe operation of hand tools and power equipment: mowers, blowers, weed eaters, chainsaws, trail work, cleaning roofs, and prepping/masking/painting buildings and vehicles. Have used scaffolding and fall-protection gear.

-Knowledge of most common hand/power tools and their safe use. Some plumbing and electrical experience, including basic utilities such as electrical breaker panels, vacuum breakers and basic plumbing repair, and clearing blocked sewer lines via cleanouts using drain-king or power snake.

Writing Skills

-Professional experience writing dozens of law enforcement incident reports, requiring exceptional attention to detail and professionalism for approval through the chain-of-command. Rigid timeline required (within 72 hours of incident). For the use of outside agencies, prosecutors, and legal counsel.

-Strong writing skills, including professional experience as an historical research writer.

-Exceptional research skills, evidenced by a strong portfolio. (*See itemized list below*)

Education

Western Governors University (Online)

Accounting Program, 19 semester credits, including Microsoft Excel course. – 2019-2020

Skagit Valley College Mount Vernon, Washington

Parks Law Enforcement Academy (PLEA), Criminal Justice – April 2015

Sergeant at Arms, Evergreen Squad

George Fox University Newberg, Oregon

Bachelor of Arts, *cum laude*, History – 2013

Additional Works and Experience

Research Writer - Oregon World War II Memorial – Salem, OR

November 2013 - June 2014

Commissioned to write theater histories of the Second World War under the direction of an academic editor and meeting criteria/pending approval of a review board. Required exceptional level of attention to detail and professional-quality academic writing inside a rigid timeline, against a hard deadline of the memorial grand opening on the state capitol grounds, June 6, 2014. (Website inactive – copies of essays available upon request)

Voices of the Veterans: Conversations with Veterans of the Second World War

Publication of interviews conducted with local WWII veterans from Chehalis/Napavine, WA. Self-published. Copy available upon request. 2011.

Remember Pearl Harbor: Experiences of Chehalis Veteran Can Still Teach Us Important Lessons

Guest column published in *The Daily Chronicle* of Centralia, WA, written on the 70th anniversary of the Pearl Harbor attack regarding local veteran Forrest "Buck" Ballou. Copy available upon request. 2011.

Stirring the Blood of Friend and Foe to Admiration: Lieutenant Alanson Randol's Battery E/G, 1st US Artillery at the Battle of Glendale, June 30, 1862

Five-part article written about a Union Army artillery officer and his battery during the Seven Days Battles of 1862 of the American Civil War.

(Alanson Randol was the namesake of an artillery battery at Fort Worden whom I researched during my tenure at that park.)

Self-published, 2020. <www.historyradar.wordpress.com>

Veterans Memorial Museum - Chehalis, WA

May 2013 – May 2014

-Volunteer experience: front desk docent; worked in artifact accession room and computer database entry, inventory, and verification of contents of display cases; updated training manual and museum audio tour; assisted with creation of two new weapons displays.

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References

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Bill Drath

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Bill Overby

Commander, Skagit Valley PLEA (retired)
(360) 416-7829

Bert Miller

Educator and School Administrator, Retired
Fort Worden Campground Host, 15+ years
(360) 426-2263

Professor Kerry Irish

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Jared Rasmussen

Engineer, Braun Northwest, Inc.
Personal Reference
(360) 324-2509

Bob Kabel

Retired Civil Engineer, Los Angeles County
Friend and Mentor (age 98)
Personal Reference
(360) 269-5627 (might not answer on first call, but usually calls back)