Introduction
Welcome to Texas Parks and Wildlife

As a seventh-generation Texan, I care deeply about the future of our wild things and wild places. Thankfully, Texas is blessed with an abundance of both. My love for the outdoors, and my desire to conserve it for future generations to use and enjoy, led me to an exciting career at Texas Parks and Wildlife Department.

Each and every day, I have the unique privilege of working alongside over 3,000 colleagues, as well as countless outdoor enthusiasts, who share my passion for our lands, waters, fish, wildlife and parks. As a group, they are as diverse as the state we proudly serve and steward. They all understand that what we do will have lasting impacts for generations to come.

The opportunities and challenges ahead for our home-ground are many and varied. I hope you will consider joining us in this very important and inspiring calling. Texas’ wild things and wild places need you now more than ever.

Carter Smith
TPWD Executive Director

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Our Core Values

**Stewardship**
We are passionate about the natural and cultural resources of Texas, and we use our knowledge, supported by the best science, to manage and conserve those resources.

**Service**
We are a community of public servants focused on delivering outstanding service to all of our stakeholders and customers. We strive to be responsive with a sincere desire to inform, educate and help.

**Excellence**
We strive for excellence in every aspect of fulfilling our mission while relying on research and sound science to adapt to ever-changing environmental, economic and societal conditions.

**Integrity**
We have a culture that strives to inspire and maintain trust on the basis of ethical decision-making. We are accountable for our actions and communications.

**Teamwork**
We treat each other with respect and communicate often and openly to foster collaborative efforts. We appreciate the value of diverse backgrounds, expertise, ideas and incorporate multiple perspectives in decision-making and strategic actions.
Since 1963 the Texas Parks and Wildlife Department (TPWD) has proudly served the citizens of Texas and its visitors by providing outdoor recreational opportunities, managing and protecting fish and wildlife habitat, as well as acquiring and managing parklands and historic areas.

Our highly skilled workforce successfully operates within 11 internal divisions in nearly 200 locations across Texas.

**If you desire to be a part of a team that:**

- serves Texas with professionalism, fairness, courtesy and respect;
- studies and uses the best available science to guide conservation;
- commits to efficiently and effectively managing public tax dollars and user fees;
- attracts and retains a talented and inclusive workforce;
- leads the nation with innovation and initiative in natural resources stewardship and outdoor recreation;

then TPWD is the place for you.
WHAT WE DO

Guide financial decisions through research and analysis.

Ensure sound business practices through accounting, budgeting, purchasing, revenue collection and grants management.

Build strategic plans and coordinate performance measures.

Provide warehousing, mail and asset management services.

Issue titles and registrations for watercrafts, and titling of outboard motors.

Manage revenue generated from sales, including hunting licenses, fishing licenses and park user fees.
WHY WE LOVE IT HERE

• Learn and refine valuable business and financial skills

• Gain comprehensive knowledge of business intelligence software

• Interact with internal and external stakeholders in a variety of assignments

• Earn leave for outstanding performance

• Professional development and training

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WHO WE ARE/CAREERS

Financial Analysts
Budget analysts, financial analysts, systems analysts

Purchasing and Contracting
Purchasers, clerks, contract specialists, inventory specialists

Accounting and Cash Management
Accountants, accounting technicians, accounts examiners

Support Services
Warehouse coordinators, mail distributors, property managers
Coastal Fisheries

WHAT WE DO

Manage saltwater habitats to ensure sustainable populations of marine life.

Conduct research to support marine life management goals.

Conserve and restore coastal habitats including offshore artificial reefs.

Ensure adequate freshwater inputs to the state’s bays and estuaries to maintain healthy water and aquatic habitats.

Operate saltwater hatcheries, monitoring and stocking programs to support recreational and commercial fishing.
WHO WE ARE/CAREERS

Scientists
Marine fisheries and hatchery biologists, research scientists, geneticists, ecologists, hydrologists, engineers, statisticians

Technicians
Field technicians, mechanics, construction tradesmen, research assistants, equipment operators

Geographic Information Specialists
Computer scientists, geographers, analysts

Boat Captains
Airboats, bay boats, oceangoing vessels

Divers
Scientific divers, decompression divers, mixed-gas divers

Education and Community Specialists
Outreach event coordinators, angler and boater education instructors, volunteer coordinators

WHY WE LOVE IT HERE

• Have Texas’ beautiful bays, estuaries and Gulf waters as our office
• Conduct vital cutting-edge research on marine ecosystems
• Work with world-class scientists
• Be an important part of the nation’s longest-running marine fisheries sampling program

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WHAT WE DO

Manage freshwater fish populations in reservoirs and rivers.

Protect and restore aquatic habitats.

Support aquatic management goals by conducting surveys, habitat assessments and fisheries research.

Raise and stock fish for Texas waters.

Enhance and provide fishing opportunities for civic groups and freshwater anglers.
WHO WE ARE/CAREERS

**Scientists**
Field biologists, hatchery biologists, geneticists, ecologists, researchers

**Technicians**
Fishery, habitat, laboratory and systems maintenance technicians, boat and vehicle mechanics

**Data Analysts**
Database managers, statisticians, trend analysts, Geographic Information Specialists

**Education and Outreach Specialists**
Tour guides, angler and wetland educators, event coordinators, exhibit curators

**Support Staff**
Budget managers, office managers, grant writers, customer service representatives

WHY WE LOVE IT HERE
• Spend time outdoors exploring the natural diversity of Texas
• Work with living things in natural settings
• Maintain healthy fisheries for present and future generations
• Work with internationally renowned experts in the field of inland fisheries management, research and conservation
• Care for aquatic creatures in 1,000 public reservoirs and 191,000 miles of rivers and streams

[tpwd.texas.gov/jobs](http://tpwd.texas.gov/jobs)
WHAT WE DO

Inspire and engage Texans to get outdoors.

Raise awareness of Texas’ natural and cultural resources and how they are managed and conserved.

Generate revenue for products and services to support department programming.

Educate Texans on safe, legal and ethical participation in the outdoors.

Introduce new audiences to outdoor skills and conservation values.
WHO WE ARE/CAREERS

**Storytellers**
Spokespersons, photographers, editors, producers, journalists, magazine writers, TV and radio producers, social media professionals

**Creative and Interactive Services**
Web developers, creative media designers, print coordinators, project manager

**Education and Outreach**
Outreach specialists, hunter, angler, boater and conservation educators, volunteer coordinators

**Marketing**
Advertising campaign managers, marketing specialists, nature tourism program managers, consumer researchers, marketing data analysts

WHY WE LOVE IT HERE

• Utilize modern multimedia tools and channels to connect with today’s Texans

• Play a direct role in encouraging stewardship of Texas’ natural and cultural resources

• Live in or near major metro areas

• Spend time outdoors and experience all Texas Parks and Wildlife has to offer
WHAT WE DO

Support divisions’ efforts by providing essential human resources services.

Manage employment services including job postings, benefits and salary administration, and adherence to governance that promotes success.

Deliver learning and professional development opportunities which improve employees’ knowledge, skills and abilities.

Implement strategies to recruit, motivate and retain a highly talented and diverse workforce.

Coordinate workplace and life logistics.
WHO WE ARE/CAREERS

Human Resources Professionals

Personnel and benefits specialists
Classification analysts
Training specialists
Employee relations specialists
Special leaves coordinators
Recruiters

WHY WE LOVE IT HERE

• Work in a creative, collaborative and encouraging environment
• Engage in empowering opportunities for professional and personal development
• Care about our most precious resource: our people
• Make a difference and have fun while doing it

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WHAT WE DO

Support technology infrastructure at agency offices from the Panhandle to the Valley.

Adopt emerging technologies to remain current with the changing marketplace and better serve customers.

Protect agency data and technology assets.

Develop and deploy cutting-edge mobile applications, cloud-based services and telecommunications infrastructure solutions.
WHO WE ARE/CAREERS

Analysts
Programmers, infrastructure analysts, software designers, security analysts

Specialists
Software, database and web administrators, application developers, project managers, program developers, Geographic Information Specialists

Tech Support
Hardware, software, telecommunication and network technicians, IT resource purchasers

WHY WE LOVE IT HERE

• Collaborate with varied stakeholders to improve technology solutions
• Work in a dynamic and fast-paced environment
• Develop creative solutions for today’s online workplace
• Create innovative custom applications to support wildlife research and outdoor recreation
• Travel the state to keep our offices, systems and coworkers updated, outfitted and connected

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WHAT WE DO

Design, construct and maintain facilities.

Coordinate sustainable site and building planning.

Provide agency fleet and radio services.

Promote green and innovative construction design.

Preserve the agency’s historically designated structures and landscapes.
WHO WE ARE/CAREERS

Engineers and Designers
Engineers, architects, CAD designers, surveyors, planners, inspectors

Managers
Project managers, facility managers, construction managers, contract managers, sustainability managers

Specialists
Radio technicians, motor and marine vehicle technicians, HVAC and maintenance technicians, craft workers

WHY WE LOVE IT HERE

• Daily involvement in a broad project portfolio including everything from roof replacements to cavern lighting systems, structural repairs, Battleship Texas, historical renovation and commercial development

• Benefit from professional development, continuing education and mentoring opportunities

• Travel throughout Texas

• Collaborate with talented, experienced professionals unmatched in their commitment to excellence

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Law Enforcement

WHAT WE DO

Protect and defend the laws of Texas.

Serve the citizens of the state by providing fishing, hunting and water safety law enforcement.

Perform air, land and water search and rescue operations in all areas of the state.

Provide public safety and emergency management in response to natural disasters and in homeland security operations.

Conduct conservation education and community outreach.
WHO WE ARE/CAREERS

Texas Game Wardens
Aircraft Pilots
Forensic Scientists
Special Teams
Investigations, land and water tactical units, search and rescue, underwater recovery, K-9 unit
Technicians
Motor vehicle, marine, radio
Police Communications Operators
Support Staff
Administration, procurement, budget

WHY WE LOVE IT HERE

Commissioned:
• Flexible work hours
• Education and language stipends
• Department-issued uniforms and specialized equipment
• Take-home patrol vehicle
• Paid training academy, advanced training opportunities
• Promotional opportunities (after four years of service)
• 20 years Certified Peace Officer state retirement plan
• Conserve and protect the natural resources of Texas

Non-commissioned:
• Assist with the protection of natural and cultural resources

tpwd.texas.gov/warden
WHAT WE DO

Represent, advise and counsel the agency regarding environmental and conservation law, regulatory and law enforcement matters, tort claims and administrative hearings, real estate, contract, open government and agency operations.

Collaborate with conservation professionals, scientists, law enforcement and other state and federal agencies, including the Office of the Attorney General.
WHO WE ARE/CAREERS

**Attorneys**
General Counsel, and specialized legal areas including environmental, fish and wildlife, water, contracts, administrative, employment, criminal, open government, tort, real estate

**Program Manager**
Regulations coordinator

**Support Staff**

WHY WE LOVE IT HERE

- Contribute to the conservation and preservation of the things that make Texas special
- Work with a variety of professions and interests within and outside the agency
- Specialize in an area of law
- Explore diverse issues associated with a variety of topics such as natural resource damage assessments, water rights, wildlife, hunting and fishing, park management, invasive and endangered species, aquaculture, trail accessibility, historic restorations and large construction projects

[tpwd.texas.gov/jobs](http://tpwd.texas.gov/jobs)
WHAT WE DO

Conserve and manage over 90 Texas State Parks, Natural Areas and Historic Sites.

Protect and share the diverse cultural history and natural resources of Texas.

Educate and inspire visitors to appreciate and explore the great outdoors.

Manage grant opportunities and other funding access for local communities.
WHO WE ARE/CAREERS

Park and Historic Site Operations
Park superintendents, park rangers, maintenance specialists, project managers, park police officers

Natural Resources Management
Natural resource coordinators, fire management specialists, park planners, geographic information specialists

Cultural Resources Management
Cultural resource coordinators, surveyors, archeologists, architects, curators

Education and Outreach
Outdoor educators, outreach coordinators, exhibit technicians, graphic designers, interpretive specialists, grant coordinators

WHY WE LOVE IT HERE

• Work outdoors in beautiful places in Texas
• Spark a lifetime of interest in others for the natural world and the history of Texas
• Take pride in conserving the most precious lands in Texas for future generations
• Experience a new professional adventure every day

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WHAT WE DO

Provide leadership in wildlife conservation through scientific investigations and management.

Serve landowners through wildlife and habitat technical assistance and cost sharing.

Perform habitat management and research on wildlife management areas and private lands.

Protect, recover and prevent species from becoming threatened and endangered.

Facilitate public hunting opportunities on private and public lands.

Review and guide land development projects to protect natural resources.
WHO WE ARE/CAREERS

Biologists
Wildlife, technical guidance, urban and wildlife diversity biologists, ornithologists, entomologists, botanists, mammalogists, herpetologists

Specialists
Geographic information specialists, database and research specialists, education and outreach specialists, data analysts

Coordinators
Wildland fire coordinators, grants coordinators, volunteer coordinators

Wildlife Technicians

WHY WE LOVE IT HERE

• Experience the beautiful landscapes of Texas and the wildlife that inhabit them
• Serve as leading experts in wildlife management, research and conservation
• Influence natural resource protection and land stewardship via technical guidance, field tours, seminars and habitat management demonstrations
• Facilitate hunting and wildlife watching

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WHAT WE DO

Represent the agency with the public and ensure compliance with all commission policies and state and federal laws and regulations.


Supervise senior agency management and serve as the senior decision authority.

Govern the agency’s programs, facilities, finances and services.

Develop the agency’s strategies and policies.

Receive and coordinate all incoming correspondence and most public contact.
WHO WE ARE/CAREERS

Leadership
Executive Director, Deputy Executive Directors, Division Directors, Diversity & Inclusion Officer

Internal Oversight and Compliance
Internal Affairs, auditor, archivist

Project, Program, Portfolio Managers
Special projects, real estate services

Public Affairs Specialists
Government relations specialist, international affairs

Executive Administration

WHY WE LOVE IT HERE

• Have global knowledge of all the divisions’ activities
• Coordinate the agency’s strategic planning and projects
• Playing a direct role with political, stakeholder and government leaders
• Serve all citizens of Texas
• Shape and steer conservation efforts that affect the state and country

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Benefits

Workforce benefits include:

Group insurance - Employees Retirement System
- Health insurance
- Dental insurance
- Optional term life insurance
- Dependent life insurance
- Short- and long-term disability insurance
- Voluntary accidental death and dismemberment insurance

Flexible health and dependent day care accounts - TexFlex

Retirement program - Employees Retirement System

Deferred compensation 401(k) and 457 - Texa$aver

Group legal services program - Texas Legal Protection Plan

Paid time off

Longevity pay

Direct deposit

Free tobacco prevention and cessation programs

Training and development opportunities

Education assistance program

Wellness opportunities
HOW TO APPLY

See all current career or job opportunities: tpwd.texas.gov/jobs

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PWD BK E0100-2087 (3/17)

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Our Mission:
To manage and conserve the natural and cultural resources of Texas and to provide hunting, fishing and outdoor recreation opportunities for the use and enjoyment of present and future generations.