

We are
TPWD.

TEXAS
PARKS &
WILDLIFE

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.

A handwritten signature in black ink that reads "Carter Smith". The script is fluid and cursive.

Carter Smith
TPWD Executive Director



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.

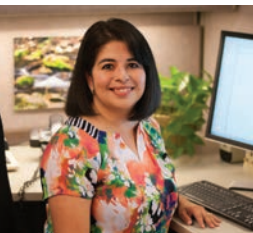
Ensure sound business practices through accounting, budgeting, purchasing, revenue collection and grants management.

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.



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

ADMINISTRATIVE
RESOURCES

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

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

COASTAL
FISHERIES

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

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

INLAND
FISHERIES

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

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

COMMUNICATIONS

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

HUMAN
RESOURCES

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

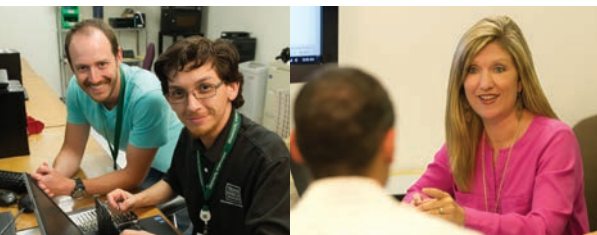
WHAT WE DO

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

INFORMATION
TECHNOLOGY

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

INFRASTRUCTURE

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

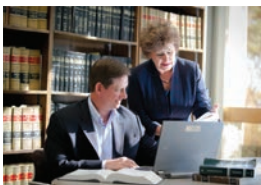
LAW
ENFORCEMENT

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

LEGAL

WHAT WE DO

Conserve and manage

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

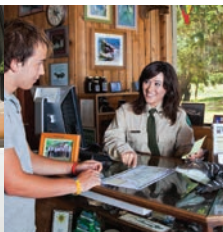


Protect and share

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

STATE PARKS

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

WILDLIFE

WHAT WE DO

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

Coordinate activities related to the Texas Parks and Wildlife Commission, Texas Legislature, and the Texas Parks and Wildlife Foundation.

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

EXECUTIVE
OFFICE

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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tpwd.texas.gov/jobs

**BENEFITS/
RESOURCES**

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.



tpwd.texas.gov

