Read the entire newsletter as they made some changes to dates and deadlines in the second half of the publication.

**From:** Wisconsin Department of Natural Resources <widnr@service.govdelivery.com>
**Sent:** Sunday, December 17, 2023 9:07 AM
**To:** Burnett, John M [NREM] <jburnett@iastate.edu>
**Subject:** Wisconsin Department of Natural Resources Weekly Digest Bulletin

Warden Recruitment Newsletter – December 2023

12/01/2023
Introducing Our New Conservation Warden Recruitment Officer
My name is Mary Bisch, and I am excited to be the new Recruitment Officer for the Wisconsin Department of Natural Resources (DNR)'s Division of Public Safety and Resource Protection (DPSRP).

I grew up in Evansville, Wisconsin. I earned my bachelor’s degree in wildlife ecology from the University of Wisconsin-Madison. While I always enjoyed the outdoors and was interested in the different aspects of hunting, I did not start hunting until I graduated Hunter Safety through a Conservation Leaders of Tomorrow program at UW-Madison. Participating in the program solidified my desire to protect the natural resources in the state, and I knew being a DNR conservation warden was the career I wanted to pursue.

After graduating from college, my work and life experiences began preparing me for a future career as a conservation warden. I volunteered at a wildlife rehabilitation center to increase my knowledge of native species. I also worked in the food service industry, where I improved my communication skills. I eventually moved to Spokane, Washington, where I became an Animal Protection Officer and handled enforcement-related calls.

In October 2018, I was hired as a DNR conservation warden. Once hired, I attended and graduated from the DNR’s 720-hour law enforcement academy, attended the specialized trainings and participated in field training throughout the state. My first field station was in Baraboo (Sauk County), and I later moved to Appleton (Outagamie County). Both stations allowed me to interact with different user groups and provided me the opportunity to respond to a wide variety of calls related to natural resources. As a conservation warden, I enjoyed attending community events and speaking with citizens about what being a warden is like and how to pursue this career.

Today, I am honored to be able to continue interacting with those interested in becoming conservation wardens and promoting the great work done every day by Wisconsin’s warden service!

If you have questions about the conservation warden career, please don't hesitate to contact me at Mary.Bisch@wisconsin.gov.

Community Service Officer Position Considerations
Please review our recruiting webpage and the information below as you consider applying for this summer 2024 opportunity.

**Applicant Requirements:**

- Must be at least 18 years old at the time of employment/paid internship.
- Must be a Wisconsin resident during the period of employment.
- Must pass a background investigation, as Community Service Officers (CSO) may have access to confidential information and forms.
  - No dishonest or untrustworthy behavior.
  - No unpardoned felony conviction.
  - No misdemeanor convictions if it substantially relates to CSO duties.
- Must have the ability to operate a state vehicle.
  - Must have at least two years of driving history, with no more than three moving violations or at-fault accidents during the past two years.
  - Must not have an OWI (drunk driving arrest) on record in the past year.

**Application Process And Position Expectations:**

- Applications will only be accepted electronically through the wisc.jobs hiring website.
- Applicants seeking a paid internship should apply through the Student Diversity Internship Program option, while candidates seeking summer employment without internship credit can apply through the LTE community service officer option. Candidates only need to apply through one of the two options – not both. Both versions of the CSO position start with the same rate of pay. Only current college students are eligible to apply for the internship version of the CSO opportunity.
- The CSO hiring process consists of a pre-interview screen, an interview and a background investigation.
- During a later phase of the hiring process, CSO applicants will be able to indicate where in Wisconsin they are willing to work.
- CSOs will be expected to report to work beginning May 23, 2024, with a position sunset timeframe in late August.
- CSOs will be required to attend two weeks of initial training in Madison, WI starting on May 23.
- CSOs will be expected to work approximately 40 hours per week during the summer and will be required to work several weekends per month.
- CSOs will be expected to work a varied schedule, to include evening work.
• CSOs will work both independently, and with conservation wardens educating resource users on the rules and regulations.
• Discounted housing may be available for a small subset of locations.
• Successful applicants will be required to transport themselves to and from their designated work location each day.
• A state vehicle may be provided for work related duties. Where not available, CSOs are eligible for personal mileage reimbursement.

2023 Conservation Warden Hiring Process Updates

The DNR is evaluating the hiring and training timeline for our next conservation warden class. We do plan to hire new conservation warden recruits in 2023. However, we anticipate a delayed open-application period in the spring. Newly-hired conservation warden recruits would be slated to begin our training academy in January 2024. Check our warden recruiting webpage to learn more about the conservation warden career and contact a recruiter as you prepare to apply.

Photo Credit: Wisconsin DNR

LEARN MORE ABOUT BECOMING A WARDEN

Working For The DNR

The DNR employs a large, diverse workforce throughout our state. We seek employees with a strong customer service philosophy and an attitude of helpfulness.

Since 1879, conservation wardens have been proudly protecting the people and natural resources of Wisconsin. Our conservation wardens are certified law enforcement officers who patrol statewide day and night, investigate natural resource-related violations, and ensure the safety of everyone who enjoys the outdoors. Conservation wardens use education, enforcement and community involvement to accomplish their duties and promote the conservation ethic. The conservation warden career is both unique and rewarding, and requires
candidates with a passion for helping others, communication skills and an appreciation for the outdoors.

Wisconsin Department of Natural Resources
Diversity & Inclusion Statement:

The Division of Public Safety and Resource Protection is responsible for protecting natural resources, which are essential for the lives, health and happiness of every person in Wisconsin. We are committed to creating a culture of inclusivity, building trusting relationships and thoughtfully engaging and serving our diverse public.
CORRECTION:

Earlier today, we sent you a newsletter with information about warden recruitment. Unfortunately, it contained some errors in the details about recruitment timelines for the coming months. We're sorry we missed this before sending.

We are working to verify our information and will get another message out to you on Monday with the correct information. If you're interested, we encourage you to keep an eye out for that at that time.

If you have any questions or need assistance with warden recruitment before then, please contact us via email and we'll get back to you as soon as possible.

Working For The DNR

The DNR employs a large, diverse workforce throughout our state. We seek employees with a strong customer service philosophy and an attitude of helpfulness.

Since 1879, conservation wardens have been proudly protecting the people and natural resources of Wisconsin. Our conservation wardens are certified law enforcement officers who patrol statewide day and night, investigate natural resource-related violations, and ensure the safety of everyone who enjoys the outdoors. Conservation wardens use education, enforcement and community involvement to accomplish their duties and promote the conservation ethic. The conservation warden career is both unique and rewarding, and requires candidates with a passion for helping others, communication skills and an appreciation for the outdoors.

LEARN MORE ABOUT BECOMING A WARDEN

LEARN MORE ABOUT THE HIRING PROCESS

CONTACT A WARDEN TO LEARN MORE
Wisconsin Department of Natural Resources
Diversity & Inclusion Statement:

The Division of Public Safety and Resource Protection is responsible for protecting natural resources, which are essential for the lives, health and happiness of every person in Wisconsin. We are committed to creating a culture of inclusivity, building trusting relationships and thoughtfully engaging and serving our diverse public.

CORRECTION: Warden Recruitment Newsletter – December 2023

12/04/2023
Editor’s Note: The previous version of this newsletter contained inaccuracies regarding the application deadlines and hiring processes for the 2024 Community Service Officer and 2024 warden positions. This has been corrected below.

2024 Community Service Officer Opportunities

Looking for summer employment and/or a paid internship to gain experience? We are now accepting Community Service Officer applications through Wisc.Jobs (Job ID: 12461) and will continue to accept them through Jan. 22, 2024.

If you are interested in applying for the Community Service Officer position through the State of Wisconsin Student Diversity Internship Program, the application period will be open from Dec. 15, 2023 through Feb. 26, 2024. You can apply through both platforms if you wish, and both options are eligible to earn college credit.
Learn more about our summer Community Service Officer opportunity online and reach out to a recruiter with any questions.

2024 Conservation Warden Hiring Process And Compensation Updates

We anticipate opening another conservation warden (full-time) hiring process in spring of 2024. Successful applicants will begin employment and training with the DNR in early 2025. Please check our recruitment website for updates and career preparation information.

Additionally, we have increased our starting hourly wage for new conservation warden recruits, as well as updated our pay progression plan. Please visit the warden recruitment website benefits page to learn more.

Photo Credit: Wisconsin DNR

---

LEARN MORE ABOUT BECOMING A WARDEN

---

Working For The DNR

The DNR employs a large, diverse workforce throughout our state. We seek employees with a strong customer service philosophy and an attitude of helpfulness.

Since 1879, conservation wardens have been proudly protecting the people and natural resources of Wisconsin. Our conservation wardens are certified law enforcement officers who patrol statewide day and night, investigate natural resource-related violations, and ensure the safety of everyone who enjoys the outdoors. Conservation wardens use education, enforcement and community involvement to accomplish their duties and promote the conservation ethic. The conservation warden career is both unique and rewarding, and requires candidates with a passion for helping others, communication skills and an appreciation for the outdoors.
Wisconsin Department of Natural Resources
Diversity & Inclusion Statement:

The Division of Public Safety and Resource Protection is responsible for protecting natural resources, which are essential for the lives, health and happiness of every person in Wisconsin. We are committed to creating a culture of inclusivity, building trusting relationships and thoughtfully engaging and serving our diverse public.