



WISCONSIN
DEPARTMENT OF
NATURAL RESOURCES

WARDEN RECRUITMENT



Community Service Officers training for their summer assignments. / Photo Credit: Wisconsin DNR

Apply Now for 2023 Summer Job Opportunities

Are you looking for a way to gain valuable and rewarding experience in the natural resources world? Are you a good communicator, self-driven and interested in helping and protecting people and resources?

The Wisconsin DNR's Division of Public Safety and Resource Protection offers a Community Service Officer (CSO) summer position ideal for those exploring natural resources/public safety careers. This limited-term employment (LTE) summer job opportunity can also be taken as a paid internship for college credit.

CSO positions are available throughout much of the state, and applicants will have the opportunity to indicate where they are willing to work in Wisconsin during the application process. The DNR plans to hire up to 10 CSOs for this coming summer.

You can learn more about the CSO position on our [new recruiting page](#), and we encourage anyone with an interest to [reach out to a recruiter](#) before they apply.

Ready to apply? The CSO position is posted on the [wisc.jobs hiring website](#). You can apply through either the open LTE recruitment (Job ID 8324) or through the State of Wisconsin Diversity Internship Program (Job ID 8258). Interested applicants can apply through either posting. The application period will remain open until Feb. 13, 2023.

CSO Position Considerations

Please [review our recruiting website](#) and the information below as you consider applying for this summer 2023 opportunity.

Applicant Requirements:

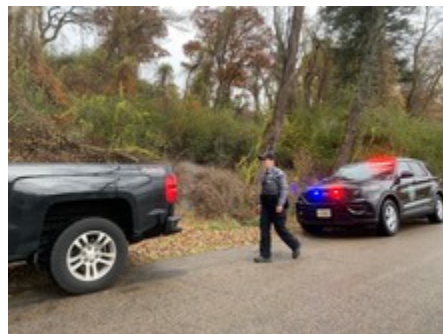
- Must be at least 18 years old at the time of employment/paid internship.
- Must be a Wisconsin resident during the period of employment.
- Must pass a background investigation, as CSOs may have access to confidential information and forms.
 - No dishonest or untrustworthy behavior.
 - No unpardoned 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 come 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, 2023, 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 website](#) 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.

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.



Wisconsin Department of Natural Resources | dnr.wi.gov

Call 1-888-936-7463 (TTY Access via relay - 711) from 7 a.m. - 10 p.m.

