



WISCONSIN  
DEPARTMENT OF  
NATURAL RESOURCES

# WARDEN RECRUITMENT

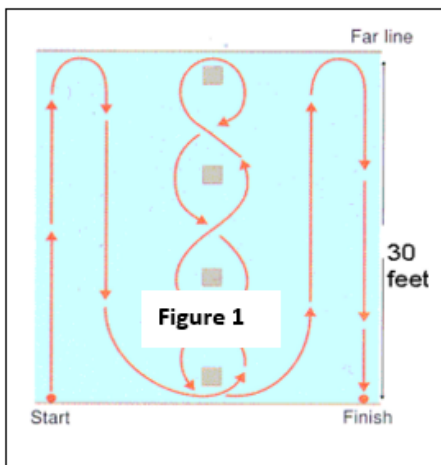


*DNR Conservation Warden speaks with an angler in Milwaukee County. Photo credit: Wisconsin DNR*

## Preparing For Your New Career

Are you considering a career as a conservation warden? We will be accepting applications in early 2023. Joining our team takes many skills, including physical fitness. Applicants must meet pre-employment fitness standards required by Wisconsin state law:

- Vertical Jump - 11.5 inches
- Agility Run - 23.4 seconds
- Sit-ups - 24 in one minute
- Push-ups - 18 untimed
- 300-meter Run - 82 seconds
- 1.5-mile Run - 20 minutes and 20 seconds



The Agility Run consists of a marked 30-foot course, with four cones spaced 10 feet apart in a line (see Figure 1). The participant begins this test by lying on the ground behind the start line. Once prompted, the participant gets up and sprints to the far line 30 feet away, places one foot over this line and sprints back to the other side.

The course turns left around the first cone and zigzags in a figure-eight pattern around the four cones to the far line, then back to the other side. The participant then sprints to the far line and back to the finish line where the time is recorded.

In past fitness assessments, participants have struggled with push-ups and sit-ups. The standard for push-ups is 18 untimed push-ups. Participants are allowed to rest momentarily in the up position, but every effort should be made to move continuously through the test period.

The participant's hands must be on the floor's surface slightly wider than shoulder-width apart.

The back and legs must be in a generally straight line from head to heels. The feet may be together or up to 12 inches apart.

When instructed, the participant must lower their body by bending the elbow until the upper arms, shoulders and upper back are parallel to the ground.



The push-up is complete when the participant returns to the starting position. This counts as one repetition.

The standard for sit-ups is 24 in one minute. The participant lies on their back with their knees bent at an approximately 90-degree angle, and a partner holds their ankles. The participant's feet may be together or apart, but their heels must stay in contact with the floor, and the tips of the participant's fingers must remain behind their ears.



The participant must lift their upper body (head and torso) by bending at the waist and moving their elbows to or past their knees. The participant may rest momentarily in the up position during the test, but every effort should be made to move continuously. Once the participant returns to the starting position with their shoulder blades touching the floor, one repetition is counted.

When preparing for the fitness assessment, it's important to practice each assessment correctly to standard. For more information about fitness assessment standards, please visit our [warden recruitment website](#).

Once hired, wardens will be required to meet this fitness assessment again, but with slightly higher standards (for example, 30 sit-ups instead of 24). New hires will also have a swimming assessment during their training phase.

Physical fitness is an important part of being a warden. Please visit the [Wisconsin Department of Justice Officer Training, Employment, and Reciprocity webpage](#) for more detailed information on the fitness assessment standards and how to prepare.

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**LEARN MORE ABOUT BECOMING A WARDEN**

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## 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.

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[LEARN MORE ABOUT THE HIRING PROCESS](#)

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[CONTACT A WARDEN TO LEARN MORE](#)

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**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.*



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

