



Lummi Indian Business Council

2665 Kwina Road · Bellingham, Washington 98226 · (360) 312-2000

'Working together as one to Preserve, Promote and Protect our Sche Lang en'

JOB ANNOUNCEMENT

JOB TITLE: Fisheries Biologist I (Non-permanent)

OPEN: November 8, 2019

EXEMPT: Yes

SALARY: (7) \$18.97-\$21.81 p/h DOE

SHIFT: 40 hours/week (Day/On-call)

LOCATION: Tribal Administration

DURATION: Regular Full Time

GRANT ENDS 12/31/20

CLOSES: November 18, 2019

JOB CODE:

DIVISION: Stock Assessment (SA)

DEPARTMENT: Natural Resources

SUPERVISOR: SA Manager

VACANCIES: 1

JOB SUMMARY: This is an entry level professional position for the Stock Assessment Division. This is a leadership position which includes some responsibilities needed to lead a field project. Principal duties vary by project but generally include field sampling planning and implementation, supervising field crews, troubleshooting equipment or sampling problems, leading or assisting in data management, and assisting with reporting. Projects encompass a variety of fish and shellfish species and involve a range of sampling methods. Projects include: spawning ground surveys, line transect shellfish sampling, zooplankton net sampling, juvenile salmon screw traps, beach seines, purse seines, crab larvae light traps, crap/shrimp pots, and juvenile salmon trawls. Other studies may include hydro acoustic devices, internal or external tags, electronic tablets, or other control devices. Work is performed from skiffs with outboards, on foot with protective gear, or from larger fishing or research vessels. This position is under the direct supervision of the SA Manager and Fisheries Biologist III, depending on the specific project.

Incumbent must be a responsible and independent worker who is highly organized. Incumbent must possess leadership qualities, problem solving and communication skills. A key trait will be the ability to adapt to new technologies, including use of electronic notebooks for data entry in the field and transfer to appropriate databases.

Work schedules will vary and include working nights and on week-ends as the field project requires. Work may at times result in exposure to adverse weather conditions and may require physical stamina.

ESSENTIAL JOB DUTIES AND RESPONSIBILITIES include the following, and other related duties as assigned.

A. Field Projects:

- 1) Ability to understand and accurately follows field sampling protocols.
- 2) Ability to train and monitors field technicians on proper sampling protocols.
- 3) Develop the ability to accurately identify species sampled.
- 4) Familiar with the operation and maintenance of small boats and motors.
- 5) Develop understanding and familiarity with sampling techniques to collect biological samples (scales, otoliths, & DNA samples).
- 6) Ability to train and operate new and emerging technologies such as acoustic tags, imaging sonars, remotely operating sensors, and drones.

- 7) Demonstrates a high degree of safety awareness at all times, encouraging a safe work environment.

B. Field Data Quality Control:

- 1) Ability to assist in accurate entry of field data into electronic notebooks, databases, and field forms as appropriate.
- 2) Ability to manage QA/QC procedures for data.
- 3) Assists in maintaining an inventory of biological samples.
- 4) Ability to monitor quality of data collected and assist in improving compliance with existing protocols or to improve protocols when needed.
- 5) Ability to use GPS units and assist with downloading position data for selected features such as salmon redds.

C. Other Duties:

- 1) Assist in writing technical reports to document protocols and field conditions.
- 2) Assists with equipment purchase and project accounting.
- 3) Regular reports to supervisor as needed.
- 4) Assist with monitor and documenting any safety and security problems that occur.
- 5) Organize and participate in plankton sampling in nearshore marine areas.

D. Grant-specific Duties

- 1) Building and maintaining traps and nets designed to sample larval crab and other zooplankton.
- 2) Assisting with the adult test crab fishery and managing the data from the “research pots.”
- 3) Entering and managing the data from both programs.
- 4) Work with the LNR biologists and managers on improvements to LNR’s crab stock assessment and management program.

MINIMUM QUALIFICATIONS:

- Bachelor degree in Native Environmental Science or equivalent (Natural Resources Science or Fisheries Science *preferred*); and
- One (1) year of professional level fisheries work experience;
- **OR** a Master’s degree in Fisheries or equivalent (Fisheries-related science).
- Possess a valid Washington State Driver’s license and meet eligibility requirements for tribal insurance
- Lummi/Native American/Veteran preference policy applies.

KNOWLEDGE, ABILITIES AND SKILLS:

- Ability to use keys to identify to species.
- Work history demonstrating some supervisory skills.
- Knowledge of fish and shellfish biology and ecology specific to Western Washington and the Salish Sea.
- Basic knowledge of population and stock structure definitions, stock-recruitment dynamics, as well as common terms of reference used in fisheries stock assessment and management (e.g. MSY, minimum or critical thresholds, ACL, etc.)
- Ability to use computers and knowledge in use of basic software including Microsoft Word, Excel, Access (database), and PowerPoint software; experience in using databases.
- Ability to write and review technical reports.
- Ability to operate and maintain boats, motors, and fishing gear.
- Experience involving fish tagging methods such as PIT tags and acoustic tags, *preferred*

- Experience using riverine sonar, remote sensing (including drones), and electronic fish counting devices, *preferred*
- Experience involving statistical analysis, *preferred*
- Experience involving electronic field data collection, data downloading, and data management, *preferred*
- Experience using GIS (Geographical Information Systems)

REQUIREMENTS:

- Must pass pre-employment and random drug and alcohol test to be eligible for and maintain employment, as required by the LIBC Drug & Alcohol Free Workplace Policy.
- Position requires extensive Criminal Background Check.
- Must be physically able to walk 3-5 miles per day over rough terrain, cross swift rivers, and carry equipment weighing 50 pounds.

REQUIREMENTS:

- Must pass pre-employment and random drug and alcohol test to be eligible for and maintain employment, as required by the LIBC Drug & Alcohol Free Workplace Policy.
- Position requires extensive Criminal Background Check.
- Position is grant funded that will end on **December 31, 2020**. If additional funding is received this position will need to be reviewed for grading purposes

TO APPLY:

To obtain a Lummi Indian Business Council (LIBC) application go to: <https://www.lummi-nsn.gov/widgets/JobsNow.php> or request by e-mail libchr@lummi-nsn.gov For more information contact the HR front desk (360) 312-2023. Submit LIBC application, cover letter, resume & reference letters no later than 4:30 p.m. on the closing date listed above. If listing degrees or certifications include copies. Mailing Address: 2665 Kwina Road, Bellingham, WA 98226. Human Resource Fax number: 360-380-6991.