



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 III
Lummi Natural Resources (LNR)

OPEN: November 8, 2019

EXEMPT: Yes

SALARY: (9) \$25.09 - \$28.10 p/h DOE

SHIFT: Day

LOCATION: Tribal Administration

DURATION: Regular Full Time

CLOSES: December 11, 2019

JOB CODE:

DIVISION: Harvest Management

DEPARTMENT: Natural Resources

SUPERVISOR: Harvest Manager

VACANCIES: 1

JOB SUMMARY: This is an exempt position that serves as a senior staff natural resource specialist, and will be assigned projects that are a high priority for the Lummi Natural Resource (LNR) Department. Under the direction the LNR Harvest Manager, the Fisheries Biologist will provide high level technical expertise and analysis to achieve the Lummi Indian Business Council's (LIBC) and LNR's near term objective of realizing salmon harvests comparable to those experienced during the mid-1980s, and in the long term providing Lummi fishers with an opportunity to earn a "moderate living" from fishing while fulfilling ceremonial and subsistence harvest needs. The Fisheries Biologist will be responsible for all technical aspects of LNR's finfish harvest operations (for salmon, steelhead, halibut, herring, hooligans, etc) in a manner consistent with existing tribal harvest and resource protection objectives and policies, domestic and international agreements, and legal and regulatory frameworks. This position will work collaboratively with LNR's Stock Assessment division in the analysis of salmon life history parameters. The Fisheries Biologist will coordinate and interact with technical representatives from domestic and international agencies on issues related to the management of finfish species. This position requires extensive knowledge in salmon biology and management, as well as a familiarity with tribal fishing rights. This position will receive health and retirement benefits, in addition to paid sick leave and annual leave.

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

1. Provide technical leadership in the development of annual salmon harvest management strategies and plans for salmon stocks within Lummi's usual and accustomed fishing grounds that conform to inter-jurisdictional harvest limitations, wild stock policies, Endangered Species Act requirements and other relevant policies and agreements affecting fishery resource management;
2. Participate in the technical and scientific review and revision of the Puget Sound Chinook Harvest Management Plan and local and regional salmon and steelhead recovery plans;
3. Serve as Lummi's technical lead in the following salmon harvest planning meetings and processes: Pacific Salmon Commission, Fraser River Panel, Pacific Fisheries Management Council and North of Falcon;
4. Prepare and submit fishing regulations that conform to tribal ordinance and policies, and that are consistent with scientifically defensible natural resource management protocols;
5. Review and evaluate complex technical reports and/or models and make recommendations to the Harvest Manager;

6. Model, review and monitor existing and proposed tribal and non-tribal fishing schedules;
7. In coordination with the Stock Assessment division, provide technical expertise and recommendations on forecasting and escapement methodologies;
8. In coordination with the Stock Assessment division, develop and maintain spawner-recruit models to inform management of salmon populations in the Nooksack/Samish basin;
9. Coordinate with existing LNR staff to develop and maintain databases related to fisheries assessment and management and ensure their compatibility with other databases;
10. Under the direction of the Fisheries Harvest Manager, coordinate with other LNR Divisions and/or managers (Enhancement, Restoration, Shellfish) to advance LIBC's harvest objectives and to ensure compliance with Hatchery Genetic Management Plans (HGMPs), Fishery Agreements, etc to the extent applicable and in alignment with LNR policy direction;
11. Develop and implement a cost effective harvest sampling program with clear objectives and oversee the collection, storage and sharing of harvest sampling data;
12. Design, conduct, and document biological sampling, test fisheries and data analysis for proactive, adaptive and responsible fisheries management;
13. In coordination with the Stock Assessment division, participate in the development of pre-season run size forecasts and the review of post-season escapement estimates;
14. As needed, participate in the harvest management and sampling of other finfish species (e.g. Pacific Halibut, spiny dogfish);
15. Participate in the development of strategic short and long range program objectives that meet LIBC and LNR goals;
16. In consultation with the Harvest Manager, hire and oversee technical staff needed to fulfill harvest sampling and data management needs;
17. Coordinate with the Harvest Manager, and other division managers, to identify and pursue grant funding consistent with LNR priorities. Develop and submit grant proposals, oversee project implementation, and administer grants, track grant status, obligations, project close out and reporting;
18. As needed, prepare and manage contract awards and modifications in accordance with the Lummi Procurement Policy and funding agency requirements;

MINIMUM QUALIFICATIONS:

- Bachelor degree in Fisheries Science, Native Environmental Science or equivalent and five (5) years of relevant work experience; **OR**
 - M.S. in Fisheries Science or equivalent and two (2) years of relevant work experience
 - OR;**
 - PhD in fisheries science.
- Three (3) years of experience incorporating bio-statistics and/or ecological modeling into academic or professional work. Clearly describe your experience in your cover letter.
- Must 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:

- Experience working with Native American tribes preferred;
- Knowledge and experience in fisheries management and administration;
- Strong working knowledge of biostatistics, statistical modeling and modeling software
- Strong working knowledge of fisheries spawner/recruit relationships, harvest control levels and other population productivity estimation methods
- Ability to apply and interpret statistical analyses for implementing scientifically sound sampling plans

- Excellent oral and written communication skills, cultural sensitivity, empathy, and ability to work with diverse groups
- Demonstrated ability to comply with established policies and standard protocols;
- Demonstrated ability to work independently, to coordinate multiple projects simultaneously, and to effectively prioritize tasks
- Ability to organize time effectively and, when necessary, work beyond normal working hours to achieve task objectives in a timely fashion;
- Demonstrated ability to complete technical reports in a prescribed time period;
- Ability to travel and attend meetings throughout the year, but specifically January –April. Overnight travel is required.
- Strong administrative skills including supervision of technical staff, budget management, and project organization;
- Must maintain strict confidentiality at all times;
- Experience preparing grant proposals and meeting grant deliverables;
- Experience with Microsoft Excel, Word, PowerPoint, Access, statistical analysis software and electronic field data collection;

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.

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.