



# 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 (Harvest Management)  
Lummi Natural Resources (LNR)

**OPEN:** November 4, 2020

**EXEMPT:** Yes

**SALARY:** 9-10 (\$25.09 - \$32.32/hr) DOE

**SHIFT:** Day

**LOCATION:** Tribal Administration

**DURATION:** Regular Full-Time

**CLOSES:** December 4, 2020

**JOB CODE:**

**DIVISION:** Harvest Management

**DEPARTMENT:** Natural Resources

**SUPERVISOR:** Harvest Manager

**VACANCIES:** 1

**JOB SUMMARY:** The Fisheries Biologist III is a profession level 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 of LNR's Fisheries Harvest Manager, the Fisheries Biologist will work to fulfill the Lummi Indian Business Council's (LIBC) long-term objective of providing Lummi fishers the opportunity to earn a "moderate living" from fishing while fulfilling ceremonial and subsistence harvest needs. The Fisheries Biologist will manage the technical components 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 and will coordinate 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.

### **Fisheries Management**

1. Develop annual harvest management strategies and fishing schedules for salmon stocks within the Lummi Nation's usual and accustomed fishing area 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. Serve as Lummi's technical lead in the following fishery planning meetings and processes: Pacific Salmon Commission, Fraser River Panel, Pacific Fisheries Management Council, North of Falcon and the International Pacific Halibut Commission;
3. Coordinate with other LNR Divisions (Enhancement, Restoration, Shellfish) to advance LIBC's harvest objectives and to ensure compliance with Hatchery Genetic Management Plans (HGMPs) and Fishery Agreements;

4. Coordinate with tribal and non-tribal fishery managers to ensure harvests stay within established quotas
5. Oversee harvest management and sampling of non-salmon finfish species (e.g. Pacific halibut, spiny dogfish, flounder, hooligans, etc.);
6. Work with the Northwest Indian Fisheries Commission to implement an electronic catch accounting system for Lummi fishers and LIBC licensed fish and shellfish buyers;
7. Participate in the development of strategic short- and long-range harvest management objectives that meet LIBC and LNR goals;

**Data collection and management, technical analysis, modeling and report writing**

8. Participate in the technical review and revision of the Puget Sound Chinook Harvest Management Plan and local and regional salmon and steelhead recovery plans;
9. In coordination with LNR's Stock Assessment division, develop and maintain spawner-recruit models to inform management of salmon populations in the Nooksack/Samish basin;
10. Using the Fishery Regulation Assessment Model (FRAM) model tribal and non-tribal fisheries; evaluate, summarize and present the results;
11. In coordination with LNR's Stock Assessment division, participate in the development of pre-season run size forecasts and post-season escapement estimates;
12. Develop and implement a salmon harvest sampling program and oversee the collection, storage and sharing of harvest sampling data;
13. Design, conduct, and document test fisheries and biological sampling for proactive, adaptive and responsible fisheries management;
14. Coordinate with LNR staff to develop and maintain databases related to fisheries assessment and management;
15. Participate in run reconstruction efforts for Puget Sound chum salmon and the development of a comprehensive chum management plan;
16. Fulfill annual and post-season harvest reporting requirements;

**Administrative duties**

17. Prepare and submit fishing regulations that conform to tribal ordinance and are consistent with scientifically defensible natural resource management protocols;
18. As needed, prepare and manage contract awards and modifications in accordance with the Lummi Procurement Policy and funding agency requirements;
19. Coordinate with the Fisheries 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 administration, track grant status, obligations, project close out and reporting;
20. In consultation with the Fisheries Harvest Manager, develop job descriptions, hire and oversee technical staff to fulfill harvest sampling and data management needs;

**MINIMUM QUALIFICATIONS:**

- PhD in Fisheries Biology, Fisheries Science, Environmental Science, or related field; OR
- Master's degree in Fisheries Biology, Fisheries Science, Environmental Science, or related field; and
- One (1) year of work experience in aquaculture, fisheries management, or salmon enhancement; OR
- Bachelor's degree in Native Environmental Science, Fisheries Biology, Fisheries Science, or related field; and
- Two (2) years of work experience in aquaculture, fisheries management, or salmon enhancement; and
- One (1) year of work experience as a Natural Resources Specialist II

- Experience incorporation Bio-Statistics and/or ecological modeling into academic or professional 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;
- Working knowledge of biostatistics, statistical modeling and modeling software
- 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
- Demonstrated ability to complete technical reports;
- 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](mailto: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.