



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: Shellfish Biologist III (Dive Fisheries)

Lummi Natural Resources
Harvest Management Division

OPEN: August 23, 2021

EXEMPT: Yes

SALARY: (9-10) \$25.09-32.32 p/h DOE

SHIFT: 40 hours/week

LOCATION: Tribal Administration

DURATION: Regular Full-Time

CLOSES: September 30, 2021

JOB CODE:

DIVISION: Harvest Management

DEPARTMENT: Natural Resources

SUPERVISOR: Harvest Manager

VACANCIES: 1

JOB SUMMARY: This is a permanent, full-time, professional-level position working in the Harvest Management Division of the Lummi Natural Resources Department (LNR). Under limited supervision from the Fisheries Harvest Manager, and the direction of tribal policy representatives, the Shellfish Biologist III will be responsible for coordinating LNR's management of the Lummi Nation's commercial dive fisheries within the tribe's usual and accustomed fishing grounds and stations (U & A). Within existing regulatory frameworks, the incumbent will actively participate in all aspects of the co-management process for fisheries targeting subtidal marine invertebrates. This position requires the ability to plan, implement, and oversee field projects, including scheduling and supervising fishery monitoring and scientific diving operations, troubleshooting problems in the field, managing all data collection, entry, and reduction, and completing all reporting requirements for the commercial dive fisheries. Principal management duties are similar between fisheries, but general duties will vary across targeted species, which include California sea cucumber (*Parastichopus californicus*), green and red sea urchins (*Strongylocentrotus droebachiensis* and *Mesocentrotus franciscanus*), geoduck clam (*Panopea generosa*), and pink and spiny scallops (*Chlamys rubida* and *C. hastata*). Incumbent must be a responsible and independent worker who is highly organized. Incumbent must also possess leadership qualities, problem solving and communication skills. Work will, at times, result in exposure to potentially adverse weather and sea conditions and will require physical stamina in the field.

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

Fisheries Management

- Provides dive fishery management planning, coordination, and administration
 - Participates in intergovernmental work groups, serving as the department's technical representative in dive fishery planning and management negotiations, concerning treaty-protected resources within the boundaries of the reservation and the Lummi Nation's U & A;

- Makes technical and scientific recommendations regarding natural resource management to senior staff and tribal leadership;
 - Develops, prepares, and distributes relevant annual harvest management plans for the Lummi Nation's commercial dive fisheries;
 - Develops, prepares, and files appropriate fishery regulations and fisher permits associated with the same;
 - Tracks and compiles fishery landings, providing accurate catch accounting;
 - Coordinates and conducts monitoring of the tribe's commercial geoduck clam fisheries; and
- Reviews other annual harvest management plans for technical accuracy, as assigned, and makes recommendations to senior staff and tribal leadership.

Diving Stock Assessment and Related Field Research

- Conducts routine underwater stock assessments of target species, independently, or in collaboration with tribal and state co-managers;
 - Maintains or schedules maintenance of department diving equipment and research vessel;
 - Maintains appropriate credentialing and training to participate in scientific diving operations;
 - Provides relevant field budget planning and oversight;
- Reviews and explores alternative sampling techniques and procedures for purposes of adaptive management of subtidal resources, when applicable; and
- Designs and conducts relevant field research on the biology and/or ecology of the target species, as the management need arises.

Data Collection, Processing, and Analysis

- Enters and maintains biological and fishery data in relevant spreadsheets and data inventories, including QA/QC reviews for completeness and accuracy;
- Maintains and utilizes environmental databases in support of relevant fisheries, when applicable; and
- Analyzes and interprets biological data using appropriate software and statistical procedures.

Technical/Scientific Documentation

- Develops and creates written technical documents, including memoranda as well as comprehensive scientific reports, for in-house distribution and dissemination to co-managers;
 - Peer-reviewed publication encouraged, but not required; and
- Provides critical reviews of relevant scientific literature and/or technical documentation from other managing parties, communicating outcomes to senior staff, tribal leadership, and governmental agency partners, when applicable.

Administrative and Other Duties as Assigned

- Helps administer department's commercial harvest diving safety standards, including maintenance of individual commercial harvest diver and hose tender records;
- Pursues, develops, and administers applicable grant applications, including assisting with their budget planning and oversight, grant project planning and implementation, and grant reporting;
- Supports management of other commercial, ceremonial or subsistence shellfish fisheries [e.g., Dungeness crab (*Metacarcinus magister*) or spot shrimp (*Pandalus platyceros*)] as needed, including assisting with stock assessment, monitoring, or catch accounting; and
- Supervises assigned personnel in a variety of field, laboratory, or office activities as needed.

MINIMUM QUALIFICATIONS:

- Bachelor's degree involving major study in environmental, physical, or one of the natural sciences, including fisheries and wildlife management, environmental planning, or other allied field **AND** (3) years of relevant professional-level experience;

OR

- Master's degree involving major study in environmental, physical, or one of the natural sciences, including fisheries and wildlife management, environmental planning, or other allied field **AND** (1) year of relevant professional-level experience;

AND

- Must possess open water SCUBA diving certification through nationally recognized training agency
- Application of scientific diving in a workplace or academic setting; must clearly describe this 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:

- Principles, practices, and methods of fisheries management, environmental science, and related research;
- Field investigative techniques, including environmental sampling and data gathering, but especially underwater applications using SCUBA;
- Proficiency in common computer software applications (e.g., Microsoft Word, Excel, Access, and PowerPoint);
- Experience with georeferencing equipment (e.g., chart plotters and handheld GPS units) and associated software (e.g., ArcInfo or Google Earth);
- Use of independent, sound judgement in completing assigned tasks and making informed recommendations on fishery problems;
- Organizational skills to coordinate multiple projects and meet deadlines;
- Ability to prepare clear and concise written reports, and to deliver oral presentations;
- Communicate effectively with department staff, other governments, industry, and the general public, performing community outreach and education, when applicable;
- Routine maintenance and operation of power boats, outboard motors, diving equipment, and related sampling gear; and
- Identification of marine fauna found regionally or, if necessary, experience using appropriate field guides and taxonomic keys to identify organisms to the lowest taxonomic level possible, preferably to species.

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 Criminal Background Check;
- Must be physically fit and able to participate in scientific diving operations; and
- If not already certified at the divemaster level, the incumbent must start that certification process within 90 days of hire and complete it within one year
- Must be willing to complete Washington State boater education class within 90-days of hire;

- Current license as a USCG-recognized mariner (“captain’s license”), *preferred*.

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.