



# 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:** Salmon Enhancement Technician III (Non-Permanent)

**OPEN:** September 9, 2021

**EXEMPT:** No

**SALARY:**(6) \$16.50-\$18.48 DOE

**SHIFT:** 40 hours/week (Day/On-Call)

**LOCATION:** Lummi Nation Hatcheries

**DURATION:** Regular Full-Time

**GRANT ENDS:** 06/30/2023

**CLOSES:** September 28, 2021

**JOB CODE:**

**DIVISION:** Salmon Enhancement

**DEPARTMENT:** Natural Resources

**SUPERVISOR:** LNR Managers and Biologists

**VACANCIES:** 2

**JOB SUMMARY:** The Hatchery Technician III works under Hatchery Managers and the department Fisheries Biologists to achieve the LIBC resolution interim goal of mid-1980s harvest rates through hatchery production at Lummi Nation salmon hatcheries. The Hatchery Technician III completes tasks and keeps records with the understanding that the results and findings will be published in technical documents and peer-reviewed scientific articles. The Hatchery Technician III is required to conduct routine hatchery tasks, biological fishery harvest sample collection, and natural production monitoring duties, depending on needs and priorities. The incumbent performs all duties in strict accordance with Hatchery and Genetic Management Plans, National Pollutant Discharge Elimination System permit requirements, Fisheries Co-Manager policies, and all LIBC policies and procedures.

This is a benefitted, grant funded, non-permanent position that may not funded after **June 30, 2023**. This position is structured to provide on-the-job experience to candidates who intend to pursue higher education fisheries degrees.

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

1. Chinook Augmentation and Recovery Programs: Under the direction of hatchery supervisors, trap, sort, and spawn adult chinook following established protocols and procedures. Monitor the development and growth of eggs, fry, and fingerlings on a weekly basis and record data following established protocols and procedures. Feed, grade, inventory, and calculate growth gains of juvenile salmon on-station. Sanitize and clean ponds, raceways, rearing tanks, screens, and incubator units. Apply medicated treatments to fish following the direction of hatchery supervisors.
2. Coho Augmentation Programs: Under the direction of hatchery supervisors, assist with all aspects of the coho salmon augmentation programs. Trap, sort, and spawn adult fish following established protocols and procedures. Monitor the development and growth of eggs, fry, and fingerlings on a weekly basis and record data following established protocols and procedures. Feed, grade, inventory, and calculate growth gains of juvenile salmon on-station. Sanitize and clean ponds, raceways, rearing tanks, screens, and incubator units. Apply medicated treatments to fish following the direction of hatchery supervisors.

3. Hatchery Biological Sampling and Data Collection: In accordance with Hatchery and Genetic Management Plans and the Lummi Hatchery Standard Operational Procedures conduct biological sample collections on adult fish collected at hatcheries for CWTs, DNA, otoliths, scales, and external research tags following established protocols and procedures. Assist with organizing and conducting QA/QC of collected samples. Conduct extraction and analysis of coded-wire tags collected at the hatchery following established protocols and procedures.
4. Harvest Management Sample Collection: Under the direction of Harvest Division supervisors, collect biological samples and harvest information from chinook, coho, chum, steelhead, and pacific halibut, including length, sex, harvest location, mark status, DNA, coded-wire tags (CWT), otoliths, and scales. Accurately record sampling information on data sheets. Organize and prepare sampling equipment and supplies. Enter data from harvest sampling survey sheets into the Access-based harvest sampling database. Conduct extraction and analysis of coded-wire tags collected from fisheries following established protocols and procedures. Organize and submit DNA, scale, and otolith samples for laboratory analysis.
5. Fisheries Stock Assessment and Monitoring: Under the direction of Stock Assessment Division supervisors, conduct spawning ground surveys, screw trap operation, beach seining, electroshocking, plankton trawls, and research fisheries following established protocols and procedures. Collect biological samples, including length, sex, mark status, DNA, coded-wire tags (CWT), otoliths, PIT-tag IDs, and scales. Participates in research fisheries and conducts biological samples collections and deploys radio telemetry transmitters, jaw tags, and PIT-tags on captured fish.
6. Hatchery Data Management: Assist hatchery supervisors with scientific record keeping and computer databases for all salmon enhancement programs and studies at Skookum Creek Hatchery, Lummi Bay Hatchery, and associated facilities. Ensure collected data and sample identification codes are entered into databases in a timely manner and to a high level of standard.
7. Adipose Fin Marking and Coded-Wire Tagging: Conduct QA/QC of adipose fin marking to ensure adequate effective mark rates, and record QA/QC results at determined regular intervals. Assist automated CWT trailer operators with routine trailer operations and manually marking automated machine rejects.
8. Passive Integrated Transponder (PIT) Tagging Studies: Under the supervision of Fisheries Biologists, participate in the implementation of passive integrated transponder tag (PIT-tag) studies on adult juvenile salmon at the hatchery and in the field. Ensure tag identification codes and associated data are entered into databases following established protocols and procedures and at a high level of standard.
9. Water Quality Monitoring and NPDES Compliance: Monitor and record dissolved oxygen, temperature, pH, ammonia, nitrites, and nitrates on a daily basis. Conduct routine repairs, maintenance, and calibration of water quality monitoring devices in accordance with established protocols and procedures to ensure compliance with National Pollutant Discharge Elimination System (NPDES) regulations.
10. Work Schedule Requirements: Perform night and weekend work as-needed and be available for on-call duty when required.
11. Equipment Maintenance and Preparation: Under the direction of supervisors, maintain, repair, and prepare equipment and vehicles for field use. Assists with hatchery facility maintenance and upkeep.
12. Fish and Egg Transfers: Implement fish or egg transfers to or from other hatchery facilities in accordance with the Salmonid Disease Control Policy of the Fisheries Co-Managers of Washington State. Deposit salmon carcasses for nutrient enhancement throughout the Nooksack River basin.
13. Meeting and Workshop Attendance: Attend workshops, classes, and technical meetings as required.

14. Other Duties as Assigned: Perform other duties as assigned by supervisors within the general scope of work described.

**MINIMUM QUALIFICATIONS:**

- If an applicant possesses a GED or high school diploma, an additional **2 years** of related work experience at a Natural Resources Technician I level, **or** equivalent is required to meet the minimum qualifications.
- Associate Degree involving major study in fisheries technology or similar field (*preferred*), **AND** 6 months working as a fish culturist, hatchery technician, or fisheries technician.
- The cover letter must describe how the applicant's job experience and skills relate to the job duties of this position and, if possible, what the applicant's education plan may entail.
- 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:**

- Demonstrated computer competency with Microsoft Excel, Access, Word, and Outlook.
- Excellent oral and written communication skills.
- Demonstrated ability to follow oral and written directions and work independently.
- Ability to perform strenuous manual labor, carry at least 50 pounds over long distances, stand for long periods of time, and ability to work during adverse weather conditions and at night.
- Demonstrated experience with handheld GPS.
- Demonstrated knowledge and skills in carpentry, plumbing, electronics, and metal fabrication.
- Ability to establish and maintain effective working relationships with all levels of staff and to work in teams.
- Ability to effectively utilize work time and to work beyond normal work hours when this is required to meet task objectives in a timely fashion.

**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.
- Position is grant funded that will end on **June 30, 2023**. If additional funding is received this position will need to be reviewed for grading purposes
- Must have a reliable means of transportation to report to work at the hatchery daily.
- This position is essential for the effective management of Treaty Right fisheries and may be eligible for federal income tax exemption pursuant to Section 7873 of the Internal Revenue Code.
- Must maintain strict confidentiality at all times.

**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.