



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 Specialist I

OPEN: September 30, 2021

EXEMPT: Yes

SALARY:(7) \$18.97-\$21.25 p/h DOE

SHIFT: Day/On-Call

LOCATION: Lummi Bay Hatchery

DURATION: Regular Full-Time

CLOSES: October 20, 2021

JOB CODE:

DIVISION: Salmon Enhancement

DEPARTMENT: Natural Resources

SUPERVISOR: Hatchery Manager

VACANCIES: 1

JOB SUMMARY: The Salmon Enhancement Specialist I works closely with Hatchery Managers and the Salmon Enhancement Program Manager to achieve the LIBC resolution interim goal of mid-1980's harvest rates through hatchery production. The incumbent provides technical and administrative support to the Salmon Enhancement Division of the Lummi Natural Resources Department and serves in a lead role in all aspects of hatchery operations and fish culture for multiple salmon enhancement programs at Lummi Bay Hatchery and associated hatchery facilities. The Salmon Enhancement Specialist I is required to maintain and update multiple databases and provide written reports or data reports when required and ensures tasks delegated by the Hatchery Manager are completed to a high level of standard. 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.

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

1. Spring Chinook Terminal Harvest Program Lead: Provides a lead role in the Spring Chinook Terminal Harvest Program's operations at Lummi Bay Hatchery. Interact and coordinate with Lummi Nation, Northwest Indian Fisheries Commission and Washington Department of Fish and Wildlife personnel in the collection, distribution and reconciliation of complex biological data. Monitor the development and growth of eggs, fry, and fingerlings. Calculate and prepare egg and fry development schedules. Feed, grade, inventory, and calculate feed rate and growth gains of all juvenile salmon on-station. Apply medicated treatments to fish following the direction of the Fish Pathologist or Veterinarian.
2. Coho Augmentation Program: Assist the Hatchery Manager with all aspects of the coho salmon augmentation program. Trap, sort, and spawn adult fish following established protocols and procedures. Coordinate smolt transfers and *Vibrio* treatments in accordance with the Salmonid Disease Control Policy of the Fisheries Co-Managers of Washington State. Monitor the development and growth of eggs, fry, and fingerlings. Feed, grade, inventory, and calculate growth gains of all juvenile salmon on-station. Apply medicated treatments to fish following the direction of the Fish Pathologist or Veterinarian.

3. Chum Salmon Enhancement Program: Assist with all aspects of the chum salmon enhancement program. Interact and coordinate with Lummi Nation and Washington Department of Fish and Wildlife personnel in the collection, distribution and reconciliation of complex biological data. Monitor development and growth of eggs, fry and fingerlings. Calculate and prepare egg and fry development schedules. Feed, grade, inventory, and calculate feed rate and growth gains of all juvenile salmon on-station. Apply medicated treatments to fish following the direction of the Fish Pathologist or Veterinarian.
4. Biological Sampling and Data Collection: In accordance with Hatchery and Genetic Management Plans and the Lummi Hatchery Standard Operational Procedures, oversee and conduct biological sample collections on adult fish collected at hatcheries for coded-wire tags, DNA, otoliths, scales and external research tags following established protocols and procedures. Organize, manage, and conduct QA/QC of collected samples and ensure samples are transferred and/or reported to applicable entities by established deadlines. Oversee the extraction and analysis of coded-wire tags collected at the hatchery following established protocols and procedures.
5. Data Management: Manage scientific record keeping and computer databases for all salmon enhancement programs and studies at Lummi Bay Hatchery. Ensure collected data and sample identification codes are entered into databases in a timely manner.
6. Marking, Tagging and Otolith Marking: Assist with the coordination and implementation of adipose fin marking and coded-wire tagging of all hatchery programs. Conduct QA/QC of adipose fin clipping to ensure adequate effective mark rates. Assist with the coordination of prescribing thermal otolith mark patterns and oversee the application of thermal pre-hatch and post-hatch marks following the prescribed pattern. Ensures otolith vouchers are collected following established procedures and protocols. Assist with the coordination and implementation of passive integrated transponder tag (PIT-tag) studies of juvenile salmon at the hatchery.
7. 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.
8. Administrative Support: Assist the Hatchery Manager and Salmon Enhancement Program Manager with implementing contractual or purchase agreements with vendors or construction companies as needed per LIBC policy and procedures.
9. Report Writing and Data Analysis: Prepare reports, data summaries, or data sets as requested by the Hatchery Manager or Salmon Enhancement Program Manager.
10. Work Schedule Requirements: Perform night and weekend work as-needed and be available for on-call duty when required.
11. Hatchery and Equipment Maintenance: Maintain and repair hatchery equipment, vehicles and infrastructure.
12. Fish and Egg Transfers: Coordinate and 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 South Fork sub-basin.
13. Meeting and Workshop Attendance: Attend workshops, classes, and technical meetings as required.
14. Support of Other Natural Resources Divisions: Assist with the implementation of various fisheries monitoring and evaluation projects within the Nooksack River basin, including spawning ground surveys and research fisheries.
15. Other Duties as Assigned: Perform other duties as assigned by supervisors within the general scope of work described.

MINIMUM QUALIFICATIONS:

- Bachelor degree in Native Environmental Science, Fisheries Biology, Wildlife Biology, or equivalent; and
 - One (1) year of professional level experience in salmon enhancement, aquaculture, fisheries research, or fisheries management; **OR**
- High School Diploma/GED; and
 - Six (6) years of experience as a technician or culturist in a salmon hatchery with emphasis on salmon recovery; and
- 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.
- A basic understanding of technical report writing and scientific principles and terms.
- Ability to work beyond normal working hours when required.
- Ability to perform strenuous manual labor and during adverse weather conditions.
- Basic boat handling and aquatic safety skills are highly desirable.
- 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 extensive Criminal Background Check.
- Must pass the Salmon Enhancement Test, which is structured to test fish culture knowledge and writing skills.
- 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/widget/JobNow.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.