



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

OPEN: June 28, 2022

EXEMPT: Yes

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

SHIFT: Day

LOCATION: Tribal Administration

DURATION: Regular Full-Time

Grant Ends: 08/31/2024

CLOSES: July 21, 2022

JOB CODE:

DIVISION: Harvest Management

DEPARTMENT: Lummi Natural Resources

SUPERVISOR: Fisheries Harvest Manager

VACANCIES: 1

JOB SUMMARY: This is a 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, the Shellfish Biologist III will be responsible for planning, implementing and documenting field research to assess intertidal shellfish populations and habitat, and for developing and implementing adaptive management strategies for intertidal shellfish populations under current and future environmental conditions. Working within existing management and regulatory frameworks, the incumbent will actively participate in the co-management process for shellfish species, will work to maximize Lummi tribal members' opportunities to harvest shellfish, and will coordinate the commercial, ceremonial and subsistence harvest of shellfish species. The Shellfish Biologist III will have strong leadership, time management, grant writing, project administration and communication skills. The Shellfish Biologist III will coordinate with the Lummi Shellfish Hatchery in planning and implementing clam and oyster enhancement strategies and support efforts to expand sales of clam, oyster, and geoduck seed. Although the primary focus of this position will be intertidal shellfish, the Shellfish Biologist III will also support work with other shellfish species (e.g., Dungeness crab and spot shrimp). This is a 2-year grant-funded position with the possibility for extension based on future funding. This position is eligible for health and retirement benefits.

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

Field-Based Activities, Technical Analysis and Scientific Documentation

1. Design and conduct field surveys of intertidal shellfish to estimate the harvestable biomass on Lummi Reservation tidelands and off-reservation beaches
2. Complete data reduction, analysis, and reporting; maintain and update clam survey database;
3. Coordinate with project partners to carry out a vulnerability assessment of tribal tidelands to impacts from climate change (i.e., sea level rise and accelerated shoreline erosion)
4. Collaborate with the Lummi Shellfish Hatchery to develop and implement clam and oyster enhancement strategies and projects on select tidelands, including designing experiments to optimize and evaluate strategies;

5. Participate in population and/or life history assessments of other shellfish species, such as Dungeness crab, spot shrimp, geoduck clams, sea cucumbers and sea urchins;

Fisheries Planning and Management

6. In coordination with Lummi tribal policy, oversee the development of annual co-manager shellfish harvest management plans;
7. Oversee Lummi's compliance with regulatory requirements of the National Shellfish Sanitation Program;
8. Oversee fisheries monitoring and catch accounting; develop harvest summaries to inform fishery management discussions and decisions;
9. Coordinate with Harvest Management staff, LNR Enforcement officers, fishers, and buyers to plan and implement commercial clam openings;
10. Oversee the routine collection of shellfish samples for bio-toxin analysis;
11. Plan and implement community outreach and education on issues of shellfish safety and harvest area status (LNR website, beach access signs, brochures, and community events);
12. Implement select strategies identified in Lummi's Intertidal Shellfish Adaptive Management Plan, which considers impacts from climate change and human activities;
13. Identify, develop, and implement additional opportunities for off-reservation commercial, ceremonial, and subsistence harvest of intertidal shellfish;
14. Review aquaculture permits and evaluate their compliance with the Shellfish Implementation Plan and their impacts to Lummi's intertidal shellfish harvesting opportunities;

Administrative

15. Prepare grant proposals for funding to support shellfish management, and climate vulnerability assessment and mitigation priorities;
16. Oversee project administration on current and future grants ensuring deliverables and progress reporting are completed on schedule;
17. Recruit and supervise shellfish technicians, students, and volunteers to assist with inter-tidal surveys, to collect shellfish samples for bio-toxin analysis and to monitor commercial clam openings;

MINIMUM QUALIFICATIONS:

- Bachelor's degree involving major study in environmental, physical, or one of the natural sciences, including fisheries and wildlife management, marine biology or other allied field AND three 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, marine biology or other allied field AND one year of relevant professional-level experience
- 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:

- Knowledge of marine invertebrate biology and ecology, preferably shellfish species of Puget Sound;
- Principles, practices, and methods of fisheries management and environmental science
- Field investigative techniques, including environmental sampling and data gathering, processing and analysis; ability to prepare clear and concise technical reports, and to deliver oral presentations;

- Use of independent, sound judgement in completing assigned tasks and making informed recommendations on fishery problems;
- Strong organizational, leadership, interpersonal and time management skills;
- Ability to communicate effectively with department staff, other governments, industry, and the general public;
- Proficient with 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);
- Ability to travel regionally and to work a flexible schedule in the office and field, sometimes in inclement weather
- SCUBA diving certification through a nationally recognized training agency (*preferred*)
- Must be physically fit and able to: Walk long distances (>1 mile) on beaches, sometimes carrying heavy field gear and samples (>50 lbs.) for extended periods of time lift heavy bags of clams and gear (>50 lbs.) and sample (dig) multiple areas of a beach within a short period of time

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 fully vaccinated for COVID-19 including two (2) doses of a 2-dose series, or one (1) dose of a 1-dose series, plus 14 days beyond the final dose prior to the start date.
- Position is grant funded that will end on **August 31, 2024**. If additional funding is received this position will need to be reviewed for grading purposes.

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.