



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 I-II

Lummi Natural Resources (LNR)

Harvest Management (HM)

OPEN: February 1, 2023

EXEMPT: Yes

SALARY: (7-8) \$20.07-\$25.96/hr. DOE

SHIFT: Day

LOCATION: Tribal Administration

DURATION: Special Projects

Project Ends: 02/28/24

CLOSES: February 16, 2023

JOB CODE:

DIVISION: Harvest Management

DEPARTMENT: LNR

SUPERVISOR: Fisheries Harvest Manager

VACANCIES:1

JOB SUMMARY: Under the direction and supervision of the Fisheries Harvest Manager and senior-level staff, the Shellfish Biologist will provide technical and administrative support in managing, monitoring, and assessing shellfish populations within the Lummi Nation's usual and accustomed fishing grounds and stations (U&A). The incumbent will focus primarily on the fishery biology (e.g., life history, distribution, and abundance) of Dungeness crab and pandalid shrimps, and will work in coordination with technical and policy-level staff from LNR and other agencies (federal, state, and local) to accomplish the department's goal of sustaining tribal members' harvest opportunities on both reservation and off-reservation fishing grounds. Furthermore, the incumbent will play a role in the department's inter-tidal and sub-tidal shellfish field sampling operations and contribute to the ongoing response and control of invasive European green crab on reservation tidelands, including the Lummi Sea Pond. The job will consist of a balance between office and field work. Although the incumbent will focus primarily on crustaceans, some work with other species and departmental divisions is expected. This is a 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.

A. Stock Assessment

1. Participate in the assessment of larval and juvenile Dungeness crab populations in waters and tidelands adjacent to the Lummi Reservation
2. Plan, organize and implement field monitoring and assessments of adult populations of Dungeness crab, spot shrimp and coonstripe shrimp, before, during and after commercial fisheries
3. Participate in and/or support population or life history assessments of other shellfish species, including inter-tidal and sub-tidal bivalves and sub-tidal echinoderms
4. Data reduction and analysis
 - Analyze findings and prepare clear, concise oral and written reports
 - Maintain and update databases

5. Recruit, organize and oversee field technicians and/or student interns assisting with crustacean-related fieldwork
6. Estimate or forecast available harvestable biomasses or improve management of Dungeness crab and shrimp within the Lummi Nation U&A

B. Management

1. Develop partnerships and collaborations with technical staff from other Puget Sound and coastal treaty tribes and Washington Department of Fish and Wildlife (WDFW)
2. Coordinate with LNR Enforcement Patrol concerning Dungeness crab and shrimp fishery openings and harvest activity
3. With the co-managers, participate in the development of annual harvest management plans for Dungeness crab and shrimp
4. Write and issue commercial harvest regulations and ceremonial & subsistence (C&S) permits on behalf of LNR; estimate C&S harvest levels
5. Provide technical support for management of other shellfish species

C. Emerging Issues

1. Assist with inter-tidal field sampling operations designed to inform coastal habitat change models under future climate conditions
2. Participate in efforts to monitor, trap and remove European green crab from the Lummi Sea Pond and on-reservation tidelands
3. Identify and develop additional opportunities for off-reservation commercial, ceremonial, and subsistence harvest of crustaceans to mitigate reduced opportunities near the Lummi Reservation
4. Adjust field and management activities to address changes in harvest opportunities within the Lummi Nation U&A
5. Participate in the development and implementation of adaptive crustacean management strategies that consider impacts from climate change and human activities
6. Coordinate with LNR Water Resources Division to track water quality issues (ocean acidification and SST) that might affect critical life history events (e.g., molting) or early life stages of economically important crustaceans

D. Administrative (other duties as assigned)

1. Assist in efforts to seek grant funding to assess potential impacts to shellfish populations, habitat and fisheries
2. Compile summary landings data for shellfish species as needed
3. Monitor commercial, ceremonial and subsistence shellfish harvests as needed

MINIMUM QUALIFICATIONS:

- Bachelor's Degree in Fisheries, Marine Biology, Environmental Science, or other related discipline from an accredited university **OR**
 - Associate degree in fisheries science or equivalent and one year of relevant work experience
- Possess and maintain 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 crustacean and shellfish species of Puget Sound

- Use of independent, sound judgement in completing assigned tasks and making informed recommendations
- Experience with technical writing, data processing and analysis
- Ability to communicate effectively with department staff, the Lummi fishing community and the general public
- Ability to travel regionally and to work a flexible schedule in the office and field, sometimes in inclement weather
- Must be physically fit and able to: stand for long periods, up to six hours, on a moving fishing vessel, sometimes in inclement weather and rough sea conditions
- Proficient with common computer software applications (e.g., Microsoft Word, Excel, Access, and PowerPoint), and experience with ArcGIS or similar GIS software
- Familiarity and experience with deck and working conditions aboard commercial fishing vessels, and proficiency in towing, handling, and maintaining small power boats.
- Experience with deployment and retrieval of active and passive marine sampling gears (plankton tows, stationary traps, etc.).
- Must be a highly motivated self-starter who is willing to work independently or in a small group while following specific management and policy objectives

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 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.

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.