



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 Biologist III / Hatchery Manager

OPEN: September 19, 2023

EXEMPT: Yes

SALARY: (10-11) \$30.42-\$39.35/hr. DOE

SHIFT: Day/On-Call

LOCATION: Hatcheries/Admin Bldg.

DURATION: Regular Full Time

CLOSES: October 3, 2023

JOB CODE:

DIVISION: Salmon Enhancement

DEPARTMENT: Natural Resources

SUPERVISOR: Enhancement Manager

VACANCIES: 1

JOB SUMMARY: The Salmon Enhancement Biologist III / Hatchery Manager works closely with the Salmon Enhancement Program Manager and other Hatchery Managers to achieve the LIBC resolution interim goal of mid-1980's harvest rates through hatchery production. The incumbent provides a diverse array of technical and administrative support to the Salmon Enhancement Division of the Lummi Natural Resources Department while also serving as the lead Hatchery Manager for Lummi Bay Hatchery. The Salmon Enhancement Biologist III / Hatchery Manager is required to lead salmon enhancement operations, supervise hatchery staff, conduct monitoring and evaluation of hatchery programs including relevant data summaries and analyses, maintain and update multiple databases, produce written technical reports, and lead or assist with administrative duties. The incumbent performs all duties in a scientifically defensible manner and in strict accordance with permit Terms and Conditions, 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. Lummi Bay Hatchery Management: Supervises, coordinates, and leads operations at Lummi Bay Hatchery, including production planning, budget management, hatchery and equipment maintenance, materials and supplies procurement, maintaining hatchery data and records, NPDES compliance, routine hatchery operations, compliance with Standard Operational Procedures, and supervision of hatchery staff. Ensures all aspects of program management and operations align with established production schedules, the Lummi Nation 10-Year Hatchery Production Plan, internal management directives, permit Terms and Conditions, and other key policies and procedures.
2. Data Collection and Data Management: In accordance with permit Terms and Conditions and the Lummi Hatchery Standard Operational Procedures, lead, coordinate, and conduct biological sample collections on adult fish at regional hatcheries for coded-wire tags, DNA, otoliths, scales, PIT-tags, and external research tags. Organize, manage, and conduct QA/QC of collected samples and ensure samples are transferred and/or reported to applicable entities by established deadlines. Maintain and update electronic databases on a regular basis.

3. Data Analysis: Conduct complex analysis of data related to evaluating program performance and program contribution to harvest, natural escapement, and other productivity assessments. Conduct Regional Mark Information System (RMIS) queries to evaluate and interpret coded-wire tag release and recovery data. Analyze and evaluate thermal otolith mark data from hatchery broodstock collection, harvest, and natural escapement.
4. Program Monitoring and Evaluation: Fulfill a diverse range of duties related to monitoring and evaluating regional hatchery programs. Conduct QA/QC sampling on juvenile fish during or after marking and coded-wire tagging and maintain electronic records of effective mark rates and tag retention rates. Oversee weekly in-season monitoring of hatchery-origin juvenile salmonid growth and adjust daily feed ration and pond loadings. Ensure all juvenile fish releases are consistent with established protocols and procedures.
5. Passive Integrated Transponder Tag Studies: Oversee and coordinate annual PIT-tagging of juvenile and adult salmonids at regional hatcheries as required. Procure supplies and materials necessary for tagging or interrogation sites and coordinate tagging operations to meet monitoring and evaluation guidelines. Assist with the maintenance and operation of PIT-tag interrogation sites as needed.
6. Oversight of NPDES and TMDL Permit Requirements: Ensure all monitoring and data collection requirements for Lummi Bay Hatchery NPDES permits are fulfilled. Manage chain-of-custody forms, compile and file water quality reports, maintain electronic records of analysis results and sampling records on a monthly basis. Deploy and maintain temperature data loggers and download data logger files according to established schedules. Manage and enter temperature data into the database, conduct temperature data analysis, and produce written reports as needed. Assist with preparation and submission of monthly Discharge Monitoring Reports and annual reports.
7. Reports and Technical Writing: Assist in the preparation of technical reports, including South Fork Chinook Rescue Program reports, Salmon Enhancement Division annual reports, salmon recovery documents, strategic plans, and research or grant reports.
8. Administrative Support: Assist with the preparation and submission of grant applications. Following established policies and procedures, procure operating supplies by requesting quotes, submit invoices for payment, and track budget expenditures. Assist with the preparation of permit applications required for compliance with local, state, or federal regulations. Assist with the contracted procurement of coded-wire tags, fish feed, operating supplies, and other materials or services.
9. Support of Other Hatchery Programs: Perform routine fish culture duties, including repairs and maintenance at Skookum Creek Hatchery or other facilities when required. Assist with coordinating and leading adult or juvenile fish or egg transfers. Deploy and maintain electronic fish counters and recover data from electronic fish counters.
10. Salmon Enhancement Program Research: Assist with the conceptual development, design, and implementation of studies or research related to salmonid enhancement rearing, release, and survival. Implements and oversees research and studies according to the established study design.

11. Marking and Tagging Coordination: Oversee and coordinate annual coordination of adipose fin marking, coded-wire tagging, and thermal otolith marking for Lummi Bay Hatchery programs, including coordinating marking and tagging schedules with hatchery, NWIFC, and WDFW personnel. Assist with these duties as needed for other regional hatcheries.
12. Medicated Treatment of Fish: Oversee the control and treatment of pathogens for adult and juvenile fish when needed. Ensure drug and chemical applications are conducted following veterinarian guidelines and label use and that drug and chemical applications are recorded following established protocols and procedures.
13. Meeting and Workshop Attendance: Attend technical meetings, workshops, and classes 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 adult salmonid spawning ground surveys, juvenile fish monitoring, and research fisheries.
15. Other Duties as Assigned: Perform other duties as assigned by supervisors within the general scope of work described.

MINIMUM QUALIFICATIONS:

- Master's Degree in Fisheries Biology, Fisheries Science, Environmental Science, or related field **and** one (1) year of work experience in aquaculture, fisheries management, or salmon enhancement; **OR**
- Bachelor's Degree in Native Environmental Science, Fisheries Biology, Fisheries Science, or related field **and** three (3) years of work experience in aquaculture, fisheries management, or salmon enhancement; **OR**
- Bachelor's Degree in Native Environmental Science, Fisheries Biology, Fisheries Science, or related field **and** two (2) years of work experience in aquaculture, fisheries management, or salmon enhancement **and** one (1) year of work experience as a Natural Resources Specialist II.
- 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:

- The ability to manage hatchery programs using scientifically relevant aquaculture methods, and the ability to adopt new technology and fish culture methods as they come available.
- Strong computer background using word processing, spreadsheet, database, and presentation software.
- The ability to manage and expend budgets exceeding \$1 million on an annual basis.
- Demonstrated competency conducting RMIS queries and CWT data analysis.
- Ability to work independently and consistently perform as a highly motivated self-starter.
- Demonstrated ability to follow oral and written directions.
- Demonstrated competency with technical report writing and scientific principles and terms.
- 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.
- Demonstrated ability to conduct studies, research, and analyses with scientific integrity.

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.
- 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.
- Position requires extensive Criminal Background Check.
- 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. 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.