



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: Fisheries Biologist II**

OPEN: June 27, 2024

EXEMPT: Yes

SALARY: (8-9) \$23.05-\$29.82/hr. DOE

SHIFT: 40 hours/week (Day/On-call)

LOCATION: Tribal Administration Building

DURATION: Regular Full Time

CLOSES: July 29, 2024

JOB CODE:

DIVISION: Stock Assessment (SA)

DEPARTMENT: Natural Resources

SUPERVISOR: SA Manager

VACANCIES: 1

JOB SUMMARY: This is a mid-level professional position that will support the Stock Assessment and Salmon Enhancement programs in the Lummi Natural Resources Department. Principal duties include monitoring juvenile salmonids using a rotary screw trap, conducting spawning ground surveys, conducting beach seine surveys, and PIT tagging salmonids throughout the Nooksack River. The incumbent will also manage data, biological samples, tools, and equipment associated with those projects. Other duties may include assisting with additional field projects, field work planning and implementation, monitoring and supervising field technicians, or assisting with reporting. Work is performed from skiffs with outboards, on foot with protective gear, or from larger fishing or research vessels. This position is under the supervision of the SA Manager and senior Fisheries Biologists, depending on the specific project.

Incumbent must be a responsible and independent worker. Incumbent must possess leadership qualities, problem solving and communication skills. Work schedules are typically 8:00 am – 4:30 pm but the schedule will vary as the project requires. Applicants should expect to work nights and weekends on occasion. Work may at times result in exposure to adverse weather conditions and require physical stamina and good judgement. This is a grant-funded position and is subject to future funding availability, though procurement of future funds is likely.

The Lummi Indian Business Council provides competitive medical, dental, and retirement benefits.

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

- 1) Operate rotary screw traps to monitor juvenile salmonid outmigration (located in lower mainstem and upper South Fork Nooksack River)
 - i) Enumerating and sampling juvenile salmonids including measurements, tagging, and proper handling
 - ii) Proper operation, deployment, and movement of the rotary smolt trap based on river and weather conditions
 - iii) Train technicians and ensure co-workers are following all protocols and procedures

- iv) QA/QC data during and after collection. Perform data entry and inventory all samples collected. Coordinate with outside agencies on status of data management and sample collections.
- 2) Conduct spawning ground surveys throughout the Nooksack River basin
 - i) Identify and mark salmon redds and sample carcasses
 - ii) Traverse mainstem river channels and tributaries in all weather conditions, including carrying supplies
 - iii) QA/QC data during and after collection. Conduct data entry after collection and ensure high data quality standards including sample inventories and management.
 - iv) Perform additional data summaries and analyses as requested or required by lead Fisheries Biologists and the SA Manager including:
 - (1) MS excel table summaries and figures
 - (2) Mapping summaries using ArcPro or other GIS software
 - (3) Basic coding using R/RStudio (experience desired but not necessary)
 - (4) General report writing support
- 3) Conduct PIT tagging throughout the Nooksack River using beach seine and electrofishing sampling
- 4) Collect biological samples (e.g. otoliths, fin clips, scales) while conducting surveys and sampling
- 5) Assist in accurate field data entry using field data sheets, electronic notebooks, or databases where appropriate
 - i) Manage QA/QC procedures for data
 - ii) Inventory biological samples
 - iii) Evaluate compliance with and improve existing protocols when needed
 - iv) Operate GPS units and manage associated data
- 6) Maintain, repair, and procure appropriate tools, equipment, and supplies
- 7) Monitor and document any safety and security concerns with tools, equipment, supplies, and sampling protocols
- 8) Regular reports to supervisor as needed
- 9) Assist in other field projects as needed
 - i) May be assigned leading responsibilities in other research projects as they develop. Examples include project oversight of ongoing zooplankton monitoring, light trap monitoring, radio tagging, or related studies. Limited oversight provided by supervisors and expectation that the incumbent will perform independent duties and management of projects.

MINIMUM QUALIFICATIONS:

- Bachelor's degree in Native Environmental Science, Fisheries Biology, Fisheries Science, or related field; **OR**
 - Associate degree in Fisheries Science or equivalent and two (2) years of relevant work experience; **OR**
- 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 applicant will have the knowledge, abilities, and skills with one or more of the following, in order of importance:
 1. Experience operating a rotary smolt trap
 2. Experience conducting spawning ground surveys
 3. Ability to independently manage and follow proper research methods and protocols

4. Ability to identify species across life stages, particularly salmonids
 5. Knowledge of fish biology and ecology specific to Western Washington and the Salish Sea
 6. Ability to understand and accurately follow field project and sampling protocols
 7. Experience and competency using computer programs such as Microsoft Word, Excel, Access, or other database software
- The following are a preferred list of knowledge, skills, and abilities associated with the position, in order of importance
 1. Ability to monitor or supervise field technicians on proper protocols
 2. Ability to operate and maintain boats, motors, and fishing gear
 3. Experience involving fish tagging methods such as PIT tags or acoustic tags
 4. Ability to write and review technical reports
 5. Experience using GIS (Geographical Information Systems) data and/or software
 6. Certification of electrofishing equipment use
 7. Experience involving electronic field data collection and data management

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 physically ability to walk 3-5 miles per day over rough terrain, cross swift rivers, and carry equipment weighing 50 pounds.

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.