



# 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:** Specialist Biologist III (EGC)

Lummi Natural Resources  
Harvest Management Division

**OPEN:** April 01, 2025

**EXEMPT:** Yes

**SALARY:** (9-10) \$26.48-34.26 p/h DOE

**SHIFT:** 40 hours/week

**LOCATION:** Tribal Administration

**DURATION:** Special Project

**Grant Ends: 6/30/2027**

**CLOSES:** April 23, 2025

**JOB CODE:**

**DIVISION:** Aquatic Invasive Species

**DEPARTMENT:** Natural Resources

**SUPERVISOR:** AIS Manager

**VACANCIES:** 1

**JOB SUMMARY: JOB SUMMARY:** This is a grant-funded, professional-level position in the Aquatic Invasive Species Division (AIS) of the Lummi Natural Resources Department (LNR). Under the supervision of the Aquatic Invasive Species Manager and with input from the Lead Fisheries Biologist III, the Specialist Biologist III will be responsible for coordinating and leading the reservation-wide eelgrass survey and mapping efforts. The Specialist Biologist III will also assist with trapping projects related to Lummi's response to the serious environmental threat posed by invasive European green crab (EGC) in the Lummi Reservation tidelands. This position requires experience in conducting surveys using remote sensing, ground truthing, and processing data into concise, organized reports that fulfill grant deliverables. Ideal candidates will have a strong understanding of grant management and budgeting. As a leadership position, the Specialist Biologist III will be tasked with planning, implementing, and overseeing field projects. This includes scheduling and supervising field crews, troubleshooting equipment and sampling issues, managing all aspects of data collection, data entry, and data reduction, as well as completing all reporting requirements. Responsibilities will vary depending on the specific grant-funded projects, which include: 1. Completing a survey and mapping of all eelgrass beds in the reservation tidelands to assess future impacts of EGC. 2. Fulfilling all deliverables and closing out the NOAA eelgrass grant. 3. Assisting other biologists in the current large-scale trapping effort to reduce the EGC population and mitigate its impact in the Lummi Sea Pond (LSP) and reservation tidelands. The successful candidate must be a responsible and independent worker who is highly organized. Strong leadership qualities, problem-solving abilities, and effective communication skills are essential. Work schedules may vary and could involve working nights or weekends as required by field projects. The role will occasionally expose the incumbent to adverse weather conditions and will demand physical stamina for fieldwork.

### **ESSENTIAL JOB DUTIES AND RESPONSIBILITIES:**

1. Provide grant administration and coordination, including assisting with budget planning and oversight, grant project planning and implementation, and grant reporting;
2. Supervise assigned personnel in a variety of field or laboratory activities;

3. Assist other biologists in conducting routine EGC trapping and sampling, determining alternative removal techniques and procedures, and performing related biological studies of EGC.
4. Collect remote sensing data in a marine environment, post-collection data processing, analysis of data, image quality assessment, geolocation;
5. Enter and maintain basic spreadsheets of data or data inventories, including QA/QC reviews for completeness and accuracy;
6. Maintain and utilize computerized environmental databases in support of technical projects;
7. Analyze, evaluate, and interpret eelgrass and EGC data using appropriate statistical methods. Write reports and communicate findings to higher-level staff and governmental agency partners.;
8. Based on the activities above, seeks or writes grant proposals to further the Lummi Nation's EGC response;
9. Participate in routine public meetings, hearings, and workshops related to EGC control and management in the Salish Sea;
10. Review management plans for technical accuracy and makes recommendations to higher level staff; and
11. Perform other duties as assigned, including tasks associated with management of the tribe's commercial, ceremonial or subsistence shellfish fisheries.

**MINIMUM QUALIFICATIONS:**

- A Bachelor's degree involving major study in environmental, physical, or one of the natural sciences, including environmental planning, fisheries, wildlife management, or other allied field **AND** two years of professional level experience in environmental analysis, environmental planning, or fish/habitat management or research

**OR**

- Master's degree involving major study in environmental, physical, or one of the natural sciences, including environmental planning, fisheries, wildlife management, or other allied field **AND** one year of professional level experience in environmental analysis, environmental planning, or fish/habitat management or research
- 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:**

- Coordinate multiple projects and meet deadlines;
- Principles, practices, and methods of environmental science;
- Field investigative techniques, including environmental sampling and data gathering, and basic research;
- Strong computer skills and proficiency in remote sensing software are essential;
- Experience with data analysis, image processing, and GIS (Geographic Information Systems) is highly valued
- Knowledge of remote sensing platforms and sensors (e.g., satellites, aircraft, UAV) is necessary;
- Proficiency in common computer software applications (e.g., Microsoft Word, Excel, Access, and PowerPoint);
- Experience with georeferencing equipment (e.g., handheld GPS units) and associated software (e.g., ArcInfo or Google Earth);

- Use of independent, sound judgement in making decisions on environmental problems and completing assigned tasks;
- Ability to prepare clear and concise written reports and make oral presentations;
- Communicate effectively with department staff, other governments, industry and the general public;
- Perform community outreach and education;
- Operation and routine maintenance of small boats, outboard motors, and fishing/sampling gear; and
- Identification of estuarine fauna found regionally or, if necessary, experience using appropriate field guides and taxonomic keys to identify organisms to the lowest taxonomic level possible, preferably to species.

**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 physically able to walk long distances (>1 mile) along the shoreline, across soft sediments and uneven footing, carrying field gear (up to 50 lb) and samples for extended periods of time.
- Position is grant funded that will end on **June 30, 2027**. 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](mailto: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.