



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: Seasonal Fisheries Technician

OPEN: February 11, 2026

EXEMPT: No

SALARY: (6-7) \$17.47 to \$22.60/hr. DOE

SHIFT: Flex (as scheduled)

LOCATION: Tribal Admin Building

DURATION: Special Projects

3/1/2026 – 11/30/2026

CLOSES: February 25, 2026

JOB CODE:

DIVISION: Stock Assessment (SA)

DEPARTMENT: Natural Resources

SUPERVISOR: SA Manager

VACANCIES: 1

JOB SUMMARY: Under the supervision of the SA Manager and reporting to senior biologists in the SA division, this position primarily will assist with juvenile salmonid sampling (with rotary smolt traps and beach seines) and adult salmon spawning ground surveys. This position is primarily field-based and will include regular day and night/overnight shifts sometimes including weekends, and often will be 40 hours per week. Spawning ground survey field work requires hiking extended stream reaches (3-5 miles) with sampling gear (up to 50 pounds) to document redds, carcasses, and live fish while working in swift water and uneven terrain. Juvenile monitoring field work includes deploying beach seines and operating rotary smolt traps (both day and night/overnight). In challenging field conditions, often involving inclement weather, the applicant must prioritize safety and maintain clear, legible data recording while conducting fishery sampling techniques such as collecting otoliths, fin clips, scales and/or CWTs, and implanting PIT-tags or other tagging methods.

ESSENTIAL JOB DUTIES AND RESPONSIBILITIES include the following, and other related duties as assigned by supervisor:

A. Juvenile Salmonid Monitoring

- 1) Operate rotary smolts traps to primarily monitor juvenile salmonid outmigrants (and other species), generally from March – July
- 2) Beach seine for juvenile salmonids and other species throughout the Nooksack River basin
- 3) Follow sampling and operational protocols for monitoring including data recording, biological sampling, species identification
- 4) Prioritize safety while working on hazardous equipment
- 5) Secure and maintain gear and equipment as necessary
- 6) Stay in regular communication with supervisor and co-workers and update supply/equipment needs each day
- 7) Operate of small outboard boat motors

B. Salmon Spawning Ground Surveys

- 1) Provide accurate and complete counts of live and dead salmon and their redds, generally from July - November
- 2) Prepare and collect all needed forms and sampling gear prior to departing for the field.
- 3) Complete all survey data forms clearly and legibly, and review for errors
- 4) Demonstrate keen ability in locating and sampling carcasses and redds efficiently and with attention to detail.
- 5) Follow sampling protocols for collecting, labeling, and recording scale, otolith, and DNA tissue sample data.
- 6) Maintain personal gear, such as waders and raingear. And secure equipment including GPS and CWT wands.

MINIMUM REQUIREMENTS:

- Associate's degree in Fisheries Science, Native Environmental Science, or related field OR
 - High school diploma or GED and at least 1 year of relevant work experience as a Fisheries Technician I or similar
- Physically ability to walk 3-5 miles per day over rough terrain, cross swift rivers, and carry equipment weighing 50 pounds or more
- 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

- Experience with salmon spawning ground surveys *preferred*
- Juvenile sampling experience on rotary smolt traps and/or beach seining *preferred*
- Familiarity with the Nooksack River basin *preferred*
- Familiarity with operation and maintenance of boats, outboard motors, and fishing gear *preferred*
- Work experience in the collection of fisheries field data *preferred*
- Ability to accurately identify juvenile and adult salmon *preferred*
- Keen awareness and concern for employee safety
- Ability to record field data accurately and legibly
- Ability to precisely follow oral and written directions and protocols.
- Ability to work both independently and as part of a team

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.

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.