



# 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:** Eelgrass Field Biologist  
Lummi Natural Resources Department (LNR)  
Aquatic Invasive Species (AIS)

**OPEN:** April 14, 2026

**EXEMPT:** No

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

**SHIFT:** Day

**LOCATION:** Tribal Administration

**DURATION:** Regular Full Time

**Grant Ends:** March 31, 2028

**CLOSES:** April 27, 2026

**JOB CODE:**

**DIVISION:** Aquatic Invasive Species (AIS)

**DEPARTMENT:** Lummi Natural Resources

**SUPERVISOR:** Marine Ecologist

**VACANCIES:** 1

**JOB SUMMARY:** Under the supervision of the Marine Ecologist, lead European green crab (EGC) biologist, and AIS Manager, the Eelgrass Field Biologist will support mapping eelgrass (*Zostera* species) within the Lummi Reservation tidelands and Lummi Sea Pond. Fieldwork includes SCUBA diving, snorkeling, walking and wading long distances (1 > mile) throughout muddy terrain, carrying field gear and samples (up to 50 lbs.) for extended periods of time, and working aboard vessels. Additional fieldwork may include sampling EGC and associated by-catch in the mapping area. The Eelgrass Field Biologist will also be responsible for recording data in the field, taking detailed notes, data entry, and assisting with analysis and reporting. This position is 40 hours per week.

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

1. Apply eelgrass mapping methods using remote sensing, SCUBA diving, snorkeling, and wading.
2. Accurately and legibly record field data, including eelgrass extent, density, biomass, and health, and other survey-specific details including EGC measurements and GPS coordinates.
3. Perform data entry and QA/QC to ensure accuracy and completeness.
4. Assist with data analysis and reporting.
5. Lead and participate in outreach programs within the Lummi community and the greater Salish Sea region.
6. Other duties as assigned/support of other LNR projects.

### **MINIMUM QUALIFICATIONS:**

- Bachelor's degree in environmental science, natural science, geography, or related field (relevant experience supporting SCUBA operations may substitute for education on a year-for-year basis).
- Applicants must have at least six months of experience working in marine environments in the Pacific Northwest.

- Experience with open ocean vessel operation and working with SCUBA divers is required.
- Must possess an Open Water SCUBA diving certification through a nationally recognized training agency; Rescue certification preferred.
- Completion of at least 12 cold water dives is required; drysuit certification is preferred.
- Application of scientific diving in a workplace or academic setting is preferred; must clearly describe this experience in your cover letter.
- Experience in environmental research, especially marine nearshore habitat mapping or assessment is preferred.
- Community and K-12 outreach experience preferred.
- Data analysis and reporting skills preferred.
- First aid/CPR certification preferred.
- Maintain a valid Washington State driver's license and meet the eligibility requirements for tribal insurance.
- Lummi/Native American/Veteran preference policy applies.

### **KNOWLEDGE, ABILITIES AND SKILLS:**

- Proficiency in field investigative techniques, including environmental sampling methods, accurate data collection, and basic research.
- Ability to identify regional marine flora and fauna to species using taxonomic keys and guides.
- Knowledge of and adherence to safety protocols for SCUBA diving and vessel operations.
- Ability to work a flexible schedule in the field, including early mornings and weekends, and occasionally in adverse weather conditions.
- Consistently demonstrate reliability, strong organizational skills, attention to detail, and communicate effectively in both verbal discussions and written reports.
- Proficiency in common computer software applications (e.g., Microsoft Office suite).
- Ability to disseminate scientific information to wide audiences.
- Experience with georeferencing equipment (such as handheld GPS units) and associated software (such as ArcInfo or Google Earth).
- Strong computer skills considered an asset: experience with data analysis software (R), image processing and analysis (e.g., Agisoft Metashape), and georeferencing equipment/software (e.g., ArcInfo, Google Earth).
- Must be physically fit and able to sample multiple areas on Lummi Reservation tidelands during a short period of time.
- Collaborate effectively with team members; show strong interpersonal skills and contribute to a supportive work environment.

### **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.
- Position is grant funded that will end on **March 31, 2028**. If additional funding is received this position will need to be reviewed for grading purposes.

**TO APPLY:**

Submit LIBC application, cover letter, resume & reference letters no later than 4:30 p.m. on the closing date listed above. Include details of relevant boating and scuba diving experience in your cover letter and resume. If listing degrees or certifications, include copies.

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.

Mailing Address: 2665 Kwina Road, Bellingham, WA 98226.

Human Resource Fax number: 360-380-6991.