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: Shellfish Hatchery Biologist (SH)
Lummi Natural Resources (LNR)

OPEN: May 14, 2026
EXEMPT: No
SALARY: (10/11) $33.58-$35.64/hr. DOE
SHIFT: Day
LOCATION: Shellfish Hatchery
DURATION: Regular Full Time

CLOSES: Until Filled; 1st review date 5/28/26
JOB CODE:
DIVISION: LNR
DEPARTMENT: SH
SUPERVISOR: SH Manager
VACANCIES: 1

JOB SUMMARY: Under the direction of the Shellfish Hatchery Manager, the Shellfish Hatchery Biologist performs the following duties: Monitor and assist with the algae operation; Coordinate with LNR Grant Manager to seek potential grant opportunities; Prepare and submit grant applications before deadlines; Submit quarterly grant reports and deliverables to grant agencies as required; Assist with JV Oyster Project, Assist with tracking inventories on the JV oyster seed; Assist with the hatchery geoduck, oyster, and manila clam seed sales; Assist with preparing and submitting reports for the LNR Administration and the General Manager's Office. Explore other potential bi-valve possibilities (spawning experiments with other shellfish species); Collect data, and report to supervisor and to the LNR Administration Office; Conduct water quality research including data collection (especially during harmful algal blooms inside the Lummi Sea Pond), data analysis, and drafting reports; Monitor health of all algae and shellfish cultures; and Other projects related to the shellfish production program.

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

1. Coordinate with the LNR Grant Manager to seek hatchery grant opportunities, prepare and submit applications; submit grant reports as required; submit deliverables to the grant agencies; prepare grant reports for LIBC as needed; and assist with other office administrative duties as needed.
2. Assist with overseeing the JV oyster project – Track and monitor oyster seed inventories and provide quarterly reports to the Hatchery Manager; oversee all oyster & manila clam seed sales and transactions; monitor and track the number of oyster seed that are out planted annually and include data in quarterly reports as needed; and provide technical knowledge and assistance as needed.
3. Coordinate with the Harvest Clam Biologist to identify suitable areas for planting on the Lummi tidelands; explore the production of other shellfish species. Run experiments to determine the viability of producing other bi-valve species within the shellfish hatchery, Clam Plant, or the FLUPSY Operations.
4. Assist with ensuring and maintaining a high level of sanitation in the laboratory and throughout the entire hatchery to ensure quality pathogen-free algae and shellfish cultures.

5. Provide technical knowledge and assistance to hatchery staff in the algae culture operation. This includes culturing, monitoring, equipment maintenance and recordkeeping.
6. Coordinate and implement community outreach, education and communication about the shellfish Hatchery (LNR website, messages, brochures, and community events).
7. Coordinate with local colleges/organizations and LNR staff with internship placements and assist with training as needed.
8. Assist with collecting all baseline data for the hatchery.
9. Coordinate with the managers of oyster and geoduck operations to ensure completion of daily tasks within the operations, including the supervision of hatchery technicians during manager absence.
10. Make daily observations of all algae and shellfish cultures and immediately report problems to the Algae Specialist & supervisor. Work with other shellfish staff to improve culture conditions for oysters, clams, geoducks in the hatchery.
11. Attend shellfish related conferences and tradeshows, including the Pacific Shellfish Growers Association conference and participate in the sessions related to the LNR shellfish program.
12. Participate in the planning of new hatchery techniques and protocols.
13. Train technicians in various hatchery protocols, including use and calibration of baseline data equipment, and new skills as needed.
14. Train hatchery staff in computer programs necessary to hatchery work, including but not limited to Microsoft Excel, Word, and PowerPoint.

MINIMUM QUALIFICATIONS:

- Bachelor's Degree in environmental, physical, or one of the natural sciences, including fisheries and wildlife management, marine biology or other allied field.
- Minimum of two years shellfish hatchery experience.
- 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:

- Shellfish hatchery experience, aquaculture training preferred.
- Knowledge of basic laboratory techniques and shellfish and algae culture.
- Knowledge of marine invertebrate biology and ecology, preferably shellfish species of Puget Sound.
- Ability to maintain accurate, detailed records.
- Ability to effectively utilize time, with minimal supervision during regular hours and work beyond regular hours when required to meet task objectives in a timely fashion.
- Proficient with common computer software applications (e.g., Microsoft Word, Excel, Access, and PowerPoint).
- Ability to interact with customers and the Lummi Shellfish Operation's order system to ensure completion of sales and seed pickups.
- Must be physically fit and able to lift a minimum of 50 lbs.
- Ability to maintain strict confidentiality at all times.

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 is subject to extensive Criminal Background Check.
- Must pass a written essay test.

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.