



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: Temporary Fisheries Technician II
(Natural Resources Technician II)

OPEN: July 1, 2019

EXEMPT: No

SALARY: (5) \$14.35 to \$16.07 per hour

SHIFT: Flex (as scheduled)

LOCATION: Tribal Admin Bldg/Field Trailer

DURATION: Temporary July 1 – December 31, 2019

CLOSES: July 17, 2019

JOB CODE:

DIVISION: Stock Assessment

DEPARTMENT: Natural Resources

SUPERVISOR: Biologist III

VACANCIES: 1

JOB SUMMARY: Works under the supervision of the Biologist on various fisheries field projects including the river smolt trap, spawning ground surveys, and beach seine sampling in river, estuary, and near-shore environments. Acts as a lead person for field projects when needed. Advises supervisor on job issues and can make problem-solving recommendations.

Meets the proficiency standards established for Fisheries Technician I and II which includes various fisheries sampling techniques and data collection skills. A self-starter with demonstrated abilities to learn new skills and, once fully trained, to carry out the job duties with minimum supervision. Possess strong leadership qualities and communication skills to inspire others to increase their skill level and independence. Work schedules will vary and might include working at night and on week-ends. Work sometimes involves adverse weather conditions and may require physical stamina. The position is funded through existing external grants and continued participation is dependent on available funding.

ESSENTIAL JOB DUTIES AND RESPONSIBILITIES:

A. Juvenile Salmon Smolt Trap:

- 1) Performs the installation and operation of the mainstream smolt trap.
- 2) Follows and assists in implementation of sampling protocols carefully to collect catch data and specimen samples that meet high quality standards.
- 3) Assists in maintaining sampling gear including minor repairs when needed.
- 4) Demonstrates a high degree of safety awareness at all times, encouraging a safe work environment.
- 5) Can consistently and accurately identify all species of juvenile salmonids.
- 6) Capable of accurately entering field data into computer databases as needed.
- 7) Accurately reviews data forms for errors and completeness.
- 8) Preparation of field gear and supplies for daily assignments.
- 9) Other duties as needed.

Salmon Spawning Ground Surveys

- 1) Prepares and collects all needed forms and sampling gear prior to departing for the field.
- 2) Carefully follows sampling protocols to provide accurate and complete counts of live and dead salmon and their redds.
- 3) Accurately and completely fills out all survey data forms. Reviews data forms for errors and completeness.
- 4) Keen at locating and sampling carcasses.

- 5) Correctly collects, labels, and records scale, otolith, and DNA tissue sample data as described in the sampling protocols.
- 6) Personal gear, such as waders and raingear, are maintained in good condition and available for use when needed.
- 7) Sampling gear used by others like GPS units and CWT wands are carefully maintained and returned to the office after each use.
- 8) Capable of accurately entering field data into computer databases as needed.
- 9) Other survey duties as needed.

B. Other Duties as needed.

- 1) Gear maintenance (beach seines, boats, motors, etc.)
- 2) Operation of gear (outboard motors, smolt trap, beach seines, etc.)
- 3) Collection of field data (beach seining, salmon habitat surveys, etc.)
- 4) Reviewing data for errors and completeness.
- 5) Securely store all LIBC equipment.
- 6) Acquisition of new gear when needed.
- 7) Accurately entering field data into computer spreadsheets/databases as needed.
- 8) Other duties as needed.

C. Leadership Skills

- 1) Lead by example by demonstrating proficiency and integrity in the implementation of all field sampling protocols.
- 2) Demonstrate the ability to successfully mentor other field technicians
- 3) Assist in development and implementation of weekly technician assignments
- 4) Ensure that technical staff understands the importance of reporting on duty on time and with all necessary gear and equipment.
- 5) Reinforce technician training on the purpose of each task, the data to be collected and accurate form completion.
- 6) Monitor the condition of field gear, the LIBC gear assigned to technicians and report to the appropriate party when gear needs repair or replacement.
- 7) Ensure data sheets and sensitive equipment are turned in at the end of each day, review data, identify missing data and explain deficiencies to crew.
- 8) Monitor the implementation of the field work protocols and recommend actions as appropriate.
- 9) Assist in making staff assignments for security and maintenance, monitor implementation and make/recommend actions as appropriate.
- 10) Assist with the documentation of crew performance, and safety and security problems and provide regular updates to the Field Biologist or Stock Assessment Manager.

MINIMUM REQUIREMENTS:

- Associates Degree in fisheries or biology or related field. This requirement can be substituted for high school diploma or GED and 2 years exemplary experience as a Field Technician I.
- Must possess a valid Washington State Driver's License and meet eligibility requirements for tribal insurance.

KNOWLEDGE, ABILITIES AND SKILLS

- Leadership and supervisory experience.
- Keen awareness and concern for employee safety.
- Familiar with operation and maintenance of boats, outboard motors, and fishing gear.
- Ability to record field data accurately and legibly.
- Familiarity with the Nooksack River basin.
- Experience with Microsoft Excel and Access computer applications.
- Work experience in the collection of fisheries field data.
- Ability to accurately identify juvenile and adult salmon.

- Employer references demonstrating excellent attendance and reliability.
- Ability to work independently or as part of a team while following specific objectives.
- Responsible, organized and highly motivated self starter.
- Ability to precisely follow oral and written directions and protocols.
- Experience with spawning ground surveys, juvenile sampling by beach seine and smolt trap
- 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.
- Passes the proficiency standards requirements for Fisheries Technician I and Fisheries Technician II within a 6 month period.
- Physically ability to walk 3-5 miles per day over rough terrain, cross swift rivers, and carry equipment weighing 50 pounds or more.
- Willing and available to work weekends and night shifts as needed.

TO APPLY:

To obtain a Lummi Indian Business Council (LIBC) application go to: <https://www.lummi-nsn.gov/Website.php?PageID=381> 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.