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: Fisheries Biologist I

OPEN: November 17, 2026
CLOSES: November 24, 2026
EXEMPT: No
JOB CODE:
SALARY: (7-8) $20.07-$25.96 DOE
DIVISION: Stock Assessment (SA)
SHIFT: 40 hours/week (Day/On-call)
DEPARTMENT: Natural Resources
LOCATION: Tribal Administration Building
SUPERVISOR: SA Manager
DURATION: Regular Full Time (thru 12/31/2028)
VACANCIES: 1

JOB SUMMARY: This is an entry level professional position that will support the Stock Assessment division in the Lummi Natural Resources Department. Principal duties include monitoring juvenile salmonids using a rotary screw trap, conducting salmon spawning ground surveys, conducting beach seine surveys, and electrofishing for juvenile salmonids and other species throughout the Nooksack River basin. The incumbent will also manage data, biological samples, tools, and equipment associated with those projects. Other duties may include assisting with additional field projects, field work planning and implementation, monitoring and supervising field technicians, or assisting with reporting. Work is performed from skiffs with outboards, on foot with protective gear, or from larger fishing or research vessels. This position is under the supervision of the SA Manager, Deputy SA Manager, and senior Fisheries Biologists.

Incumbent must be a responsible and independent worker. Incumbent must possess leadership qualities, problem solving and communication skills and will be expected to lead and train fisheries technicians on proper protocols, sampling, and field identification techniques. Work schedules are typically 8:00 am – 4:30 pm but the schedule will vary as the project requires. Applicants should expect to work nights and weekends on occasion. Work may at times result in exposure to adverse weather conditions and require physical stamina and good judgement. This is a grant-funded position through 12/31/2028 and may be extended but is subject to future funding availability.

The Lummi Indian Business Council provides competitive medical, dental, and retirement benefits.

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

A. **Principal duties**
1) Operate rotary screw traps to monitor juvenile salmonid outmigration
   i) Enumerating and sampling juvenile salmonids including measurements, tagging, and proper handling
   ii) Proper operation, deployment, and movement of the rotary smolt trap based on river and weather conditions
2) Conduct spawning ground surveys throughout the Nooksack River basin

i) Identify and mark salmon redds and sample carcasses
ii) Traverse mainstem river channels and tributaries in all weather conditions, including carrying supplies

3) Conduct beach seine and electrofishing sampling throughout the basin, including projects with tagging applications (PIT or acoustic tags)
4) Collect biological samples (e.g. otoliths, fin clips, scales) while conducting surveys and sampling. Inventory, manage, and coordinate sample transfers to appropriate agencies.
5) Assist in accurate field data entry using field data sheets, electronic notebooks, or databases where appropriate
   i) Manage QA/QC procedures for data
   ii) Evaluate compliance with and improve existing protocols when needed
   iii) Operate GPS units and manage associated GIS data
6) Maintain, repair, and procure appropriate tools, equipment, and supplies
7) Monitor and document any safety and security concerns with tools, equipment, supplies, and sampling protocols
8) Assist in report summaries and data analyses as needed with supervisors and may include:
   i) MS Excel table summaries and figures including pivot tables
   ii) ArcPro GIS mapping
   iii) Basic coding support such as R/RStudio (experience desired but not necessary)
9) Assist in other field projects as needed

MINIMUM QUALIFICATIONS:

- Bachelor's degree in Native Environmental Science, Fisheries Biology, Fisheries Science, or related field; **OR**
  - Associate degree in Fisheries Science or equivalent and one (1) year of relevant work experience; **OR**
  - Experience at or above the Natural Resources Technician III level or equivalent may be substituted, year for year, for education
- 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:

Core Skills:

- Experience operating a rotary smolt trap
- Experience conducting spawning ground surveys
- Ability to identify species across life stages, particularly salmonids
- Knowledge of fish biology and ecology specific to Western Washington and the Salish Sea
- Ability to understand and accurately follow field project and sampling protocols
- Ability to lead and train other employees on field and sampling protocols
- Experience and competency using computer programs such as Microsoft Word, Excel, Access, or other database software

Preferred Skills:

- Ability to operate and maintain boats, motors, and fishing gear
- Experience involving fish tagging methods such as PIT tags or acoustic tags
- Electrofishing certification
- Ability to write and review technical reports
- Experience involving electronic field data collection and data management
- Experience using GIS (Geographical Information Systems) data and/or software

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.
- Must be physically able to walk 3-5 miles per day over rough terrain, cross swift rivers, and carry equipment weighing up to 50 pounds.

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.