PACIFIC STATES MARINE FISHERIES COMMISSION POSITION DESCRIPTION

Title: Supervisory Fishery Biologist- Idaho Fish Marking Program (18-1094)

Location: Lewiston, Idaho (83501)
Anticipated Start Date: October 1, 2018
Position Type: Full Year (12 months or more), Salary/Exempt
Benefits Eligible: Yes | www.psmfc.org/benefits
Salary Target: $2108.25 Semi-monthly, DOE

Job Number: 18-1094
How to Apply: Online at www.psmfc.org/careers
Closing Date: September 24, 2018 at 11:59pm PT

Position Specifics:

The Supervisory Fishery Biologist is the crew leader for the Idaho Fish-Marking Program. This position is responsible for the maintenance and operation of five Automated fish-marking trailers and one manual PIT tagging trailer. The Supervisory Fishery Biologist is responsible for scheduling crews among nine anadromous hatcheries throughout the state of Idaho along with making travel arrangements for the entire crew. This position is also responsible for other equipment maintenance along with data accuracy, producing an annual report, conducting interviews and crew hiring, and conducting employee evaluations.

**** This position requires a valid driver's license and all offers of employment will be contingent upon passing a driving record check. ****

Essential Functions:

- Plan and schedule subordinates' work, set and adjust short-tem priorities, and prepare schedules for completion of work.
- Assign work to employees based on priorities, selective consideration of the difficulty and requirements of assignments, and the capabilities of employees.
- Evaluate work performance for technical adequacy and accuracy.
- Give advice, counsel, or instruction to employees on technical and administrative matters.
- Interview candidates for positions in the unit and recommend selections or promotions.
- Receive and resolve complaints from employees.
- Identify training needs of employees and personally provide or arrange for needed instruction.
- Find ways to improve work methods and procedures or increase the quality of the work being directed.

At the lower end of the range, Fishery Biologists have a solid working knowledge of established scientific methods and techniques to perform recurring assignments of moderate difficulty. Methods and techniques are well established, apply to most situations, and do not require significant deviations. Resource planning reports generated by employees at this level involve conventional

biological concerns. Reports generated may be short-range management plans or portions of annual work plans. Lower range work examples include:

- Following existing protocols for fish health screenings; conduct tissue sample collection, bacterial testing and analyses, blood collection and analyses, parasite identification, and necropsies on experimental fish populations. Recommend modifications of existing research protocols. Design data collection forms and set up research databases for integration of data. Compile and analyze data for reports, prepare graphics, contribute to or write papers for peer-reviewed journals, and present research results at professional meetings.
- Develop age composition structures, stock assessments, escapement totals, harvest levels, run reconstruction frameworks, and/or run forecasts for designated fish species and stock. Evaluate and direct sampling efforts or reporting practices to best meet data requirements. Write memoranda and reports necessary for transfer of information to the appropriate individuals, agencies, and organizations.
- Plan, schedule, and conduct behavioral, physiological, morphological, and survival evaluations of hatchery and/or experimental fish populations. Oversee and assist with fish culture tasks for study purposes and recommend procedure variations. Write or contribute to papers and reports for publication, and compile reports on results of data collection and analysis. Prepare and deliver formal and informal presentations at seminars, meetings, etc.
- Conduct limited physical and biological watershed, stream, and fish habitat assessments. Responsible for conducting data investigation and research, drafting technical report, database management, GIS for all physical and biological data, and survey and inventory results. Prepare, present, implement and update watershed assessment plans.
- Assist in writing contract proposals and progress reports. Assist in developing detailed contract specifications, task statements, quality of work criteria, and other specifications.
- Monitor budget expenses for projects, control purchasing, and manage equipment inventories.

At the upper end of the range, the Fishery Biologist has specialized knowledge and demonstrated competence in advanced techniques of a highly complex area of fish biology sufficient to serve as a troubleshooter or specialist. The employee is competent to modify or adapt standard techniques, processes and procedures, and to assess, select, apply precedents and devise strategies and plans to overcome significant problems related to species production, protection, habitat restoration, or program management and evaluation. Planning reports generated by employees at this level assess the impact of various multi-faceted management or public practices on a resource. Upper range work examples include:

- Use biological information to evaluate run profiles and habitat suitability in stocked streams within a major geographical area. Develop comprehensive management plans to insure preservation, protection, and enhancement of habitats.
- Plan, design and implement research studies on fish health and nutrition. Analyze and report biological and genetic information affecting future selection, rearing, and spawning activities.
- Prepare both quarterly progress and annual reports on run status and hatchery or fish facility operations.

- Monitor and evaluate hatching, rearing and planting of fish. Evaluate and monitor adult return rates. Develop new rearing strategies.
- Prepare fish habitat measurement plans or management plans for a watershed or large geographic area.
- Diagnose various fish diseases or nutritional disorders in experimental populations or brood stock. Develop modifications to existing health protocols as well as experimental protocols. Report the findings for use by other biologists.

Knowledge Required by the Position:

- Ability to assign and review work of subordinates and train and work effectively with subordinates from a variety of backgrounds and with different levels/areas of training.
- Ability to accomplish the quality and quantity of work expected within set limits of cost and time.
- Ability to plan work and carry out assignments effectively.
- Ability to communicate with others effectively both orally and in writing.
- Ability to understand and further management goals as they affect day-to-day work operations.
- Ability to develop improvements in or design new work methods and procedures.
- Knowledge of fishery biology (including knowledge of particular species of fish) .
- Knowledge of microbiology.
- Knowledge of fish husbandry.
- Knowledge of aquatic habitats.
- Knowledge of the scientific method.
- Knowledge of sampling protocols.
- Knowledge of Windows-based computer applications such as word processing, spreadsheets, e-mail, publishing software, presentation software, database software, topographic software, bibliographic software, and statistical analysis packages.
- Knowledge of technical writing protocols.
- Knowledge of advanced statistical analysis and mathematics.

Additional Mandatory Skills:

- *able to swim*
- *lift 40-50 lbs.*
- *tow & maneuver trailers*
- *electronic detection technol.*
- *valid driver's license*
- *fish species ID skills*
- *specific software (spreadsheet, word processing, database management, GIS, statistical analysis, behavioral analysis, bibliographic)*
- *oral communication skills*
- *written communication skills*

Physical Demands:

Demands generally range from sedentary to moderate --where there is walking, climbing stairs and ladders, reaching, lifting, bending, or extended periods of standing. Some Fishery Biologists in this range have rigorous physical demands where they must be able to handle buckets of water or gear weighing from 40 - 50 pounds, engage in long daily periods of hiking, camp out for extended periods, or maintain footing in fast-moving water.

Work Environment:

Some work is performed in an office setting with adequate lighting, heating and ventilation. Some work may be performed in a laboratory setting which exposes the biologist to odors, chemicals, fish blood, and molds. The employee must use safety precautions including MSDS, gloves, hood, and eye protection. The employee may work on narrow, elevated walkways and platforms that are over or adjacent to water.

Minimum Qualification Requirements:

All candidates must have demonstrated in their work experience or training that they possess, or have the potential to develop, the qualities of successful supervision.

A range of education and experience may be presented. At the lower end of the range, candidates must present successful completion of a full 4-year course of study in an accredited college or university leading to a bachelor's or higher degree that included a major in biological science with at least 6 semester hours in aquatic subjects and at least 12 semester hours in the animal sciences. In addition to the degree requirement, candidates for positions at the lower end of the range must also present 1 year of Specialized Experience** **OR** 2 years of progressively higher graduate education leading to a master's degree in fields directly related to the position being filled. An equivalent combination of experience and education is also qualifying.

At the upper end of the range, in addition to the undergraduate course of study described above, candidates must also must present one year of Specialized Experience**

**Specialized Experience is experience that equips the applicant with the knowledge, skills, and abilities to perform successfully the duties of the position and is typically in or related to the work of the position being filled. To be creditable, specialized experience must have been equivalent to at least the next lower level in the normal line of progression for the position being filled.

Pacific States Marine Fisheries Commission is an Affirmative Action (AA) and Equal Employment Opportunity (EEO) employer and welcomes all qualified applicants. Applicants will receive fair and impartial consideration without regard to race, sex, color, religion, national origin, gender identity, age, mental or physical disability, sexual orientation, veteran status, genetic data, or other legally protected status.

If you have a disability and need assistance completing the application form, you may call the PSMFC human resources office at (503) 595-3100 between the hours of 8 a.m. and 5:00 p.m. PST, Monday-Friday. Reasonable accommodations for interviews will be provided upon request to individuals with disabilities.

We maintain a drug-free workplace.