



PACIFIC STATES MARINE FISHERIES COMMISSION POSITION DESCRIPTION

Title: Fishery Biologist 1- Feather River Sturgeon Studies (19-1066)

Location: Oroville, CA (95966)

Anticipated Start Date: March 18, 2019

Position Type: Full Year (12 months or more),
Hourly/Non-Exempt

Benefits Eligible: Yes | www.psmfc.org/benefits

Salary Target: \$16.05-\$25.85/hour, DOE

Job Number: 19-1066

How to Apply: Online at www.psmfc.org/careers

Closing Date: February 18, 2019 at midnight PT

Position and Project Specifics:

The selected candidate will engage with the Department of Water Resources (DWR) and PSMFC biologists conducting the Feather River sturgeon studies. In this capacity, the selected candidate will perform and lead work with the DWR to address the primary objectives of the sturgeon studies which are as follows:

- determine if there are adult migration barriers and evaluate the effect of Oroville Facilities operations on passage success and distribution;
- evaluate migration patterns including residence times and factors affecting them;
- identify distribution and habitat preferences;
- estimate the annual abundance of adult Green Sturgeon;
- identify potential spawning grounds that can be target areas for egg and larval surveys and determine the frequency that sturgeon spawn in the Feather River; and
- provide DWR, the FERC, NOAA Fisheries, and CDFW with data to make management decisions concerning future monitoring programs, operational changes to the facilities, and habitat enhancement within the lower Feather River.

The selected candidate will also be tasked with the following *field-related duties*:

- operate jet boats to conduct DIDSON surveys, egg and larval studies, underwater video surveys; capture adult sturgeon and acoustically tag them; and retrieve, redeploy and maintain telemetry receivers;
- plan, schedule, and conduct behavioral, temporal, and distributional evaluations of sturgeon populations;
- evaluate and direct sampling efforts or reporting practices to best meet data requirements;
- collect tissue and blood samples for genetic and histological data;
- recommend modifications of existing research protocols;
- conduct physical and biological fish habitat assessments;



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- monitor and evaluate adult return rates;

The selected candidate will also be tasked with the following *office-related duties*:

- provide daily updates on field activities to supervisor
- write memoranda and reports necessary for transfer of information to the appropriate individuals, agencies, and organizations;
- analyze, compile, prepare graphics, contribute and/or write results of data collection as reports or papers for publication that do the following:
 - suggest management actions that would ensure preservation, protection, and enhancement of spawning, holding, and rearing habitats;
 - evaluate habitat suitability within the lower Feather River; and
 - report biological and/or genetic information affecting future selection, rearing, and spawning activities.
 - prepare and deliver formal and informal presentations at meetings, workshops, and conferences;
 - create datasheets and manage databases;
 - utilize ArcGIS for physical and biological data;
 - apply for various scientific research permits and fulfill associated reporting requirements; and
 - purchasing and equipment inventory management.

Weekend work may be required, and night work is mandatory. Candidates must be comfortable working in and around boats and swift moving water and willing to work long days in varying weather conditions, including heavy rain and extreme cold or heat. Candidates must also be able to work at least two, 10+ hour days/week during the primary sampling season (March -- August).

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

Essential Functions:

- Lead and participate in survey crews that conduct fishery presence/absence research, recreational/commercial fishing surveys, anadromous fish escapement surveys (carcass, redd, trap/weir, snorkel, etc.), or tag detection and mark recovery surveys. Make standardized observations such as species identification, length, weight, behavior, growth, survival, reproductive condition, and/or signs of parasites, diseases or pathogens, fin clips or tags.
- Lead and perform data entry for data from recovered tags, representative biological samples, telemetry devices, oceanographic data, fish tickets, commercial landing estimates, logbooks, scale cards, port sampling, onboard observers, etc. Error check the data, maintain and update database, analyze and organize data in the appropriate format (table, spreadsheet, memorandum, or report) necessary for transfer to individuals, agencies, and organizations. Modify software programs and perform data queries. Prepare summary reports to transfer data.



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- Assist researchers in investigations of long term and short term fisheries resource management problems. Collect biological samples, record data, perform routine analyses of data, and contribute draft sections to scientific papers for publication.

Knowledge Required by the Position:

- Knowledge of fishery biology (including knowledge of particular species of fish).
- Knowledge of aquatic habitats.
- Knowledge of the scientific method.
- Knowledge of personal 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 statistics and mathematics.
- Knowledge of database management.

Additional Mandatory/Desirable Skills:

- *snorkeling*
- *electrofishing-boat*
- *electrofishing-backpack*
- *operate nets (seine, gill, etc.)*
- *elec. detection technology*
- *lift 40-50 lbs.*
- *valid driver's license*
- *tow & maneuver trailers*
- *load boats on trailers*
- *operate motorized boats*
- *operate non-motorized boats*
- *operate GPS*
- *fish species ID skills*
- *compile and collect neat and accurate data*
- *handheld data recorder*
- *specific software skills (spreadsheet, word processing, database, GIS, statistical)*
- *oral communication skills*
- *written communication skills*
- *repair & maintain equipment*

Physical Demands: Demands can range from sedentary, to moderate --where there is walking, climbing stairs and ladders, reaching, lifting, and bending, to rigorous. In the latter case, the employee must be able to handle buckets of water or gear weighing up to 50 pounds. Long daily periods of hiking, carrying equipment, swimming, and/or standing may be required. Some work requires the ability to maintain footing in fast-moving water.



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Work Environment: Some work is performed in an office setting with adequate lighting, heating and ventilation. Some work may be performed in fish processing labs, fish holding areas, and/or in the field. Employees may work on narrow, elevated walkways and platforms that are over or adjacent to water. Field work involves exposure to all types of weather, slippery rocks or docks, trails, irregular terrain, insects, poison oak, rough or fast-moving water, or cold water temperatures. Work at high elevations or aboard boats may be required.

Minimum Qualification Requirements:

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. An equivalent combination of experience and education is also qualifying.

At the upper end of the range, candidates must present one year of Specialized Experience** OR a year of graduate education that is directly related to the work of the position.

**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 p.m. PST, Monday-Friday. Reasonable accommodations for interviews will be provided upon request to individuals with disabilities.

We maintain a drug-free workplace.