



PACIFIC STATES MARINE FISHERIES COMMISSION POSITION DESCRIPTION

Title: Fisheries Technician 2 - Lower Cowlitz Falls Fish Facility (19-1118)

Location: Salkum, Washington (98582)

Anticipated Start Date: May 15, 2019

Position Type: Seasonal (6+ months but less than 12 months), Hourly/Non-Exempt

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

Salary Target: \$20.00 – \$25.00/hour, DOE

Job Number: 19-1118

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

Closing Date: May 19, 2019 at 11:59 PT

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

Group Definition: Fisheries Technicians perform duties related to the protection, preservation, or propagation of fish species and the preservation or enhancement of species habitat. They use knowledge of procedural requirements and processes to support the technical work of their unit. They provide practical technical support to research, operations, or program administration efforts.

Position/Project Specifics:

Expected Start Date: May 20, 2019

Expected End Date: December 31, 2019

The successful candidate will be working with Tacoma Public Utilities staff at the Cowlitz River Hydroelectric Project in Salkum, Washington. The candidate's main responsibilities will be leading the operations at the Adult Separation Facility at the Cowlitz Salmon Hatchery and the Mayfield Dam Outmigrant Juvenile Facility. The Adult Separation Facility is part of a trap and haul program where salmonids are enumerated and checked for species, sex, marks or tags, and distributed to either broodstock for hatchery needs or transported around the dams to spawn naturally. This is a fast paced environment that can require a strong focus and a need for quick decisions. The candidate will be responsible for coordinating the disposition of fish and scheduling fish hauling.

The Mayfield Dam Outmigrant Facility is the destination where all juvenile salmonids are captured and enumerated as they are outmigrating from the Tilton River basin. Candidates must be able to work weekends, in inclement weather, exposed to loud noises, and a wet environment. Both of these traps require the candidate to be comfortable leading operations, proficient in juvenile and adult salmonid identification, and competent with data recording, and data management.

The candidate will also be responsible for collecting essential trap information, creating reports for fisheries managers, and accurate data research. Microsoft Access and Excel are used daily and queries are often shared so accuracy is important. This position will be responsible for managing the office and



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conference room needs as well as keeping all work areas clean and presentable. This position often works with others and needs to have a positive attitude while leading by example.

Essential Functions: Included in this band are skilled technician positions. Some functions performed by employees can be identical to those performed by fishery biologists at the entry-level or advanced entry-level. The distinction in titling is intent. Positions in this group and pay band are not intended to lead to higher level, professional Fishery Biologist 2 positions.

(The functions listed below are characteristic of the type and level of work associated with this group and pay band. They are not all-inclusive. Individual positions may perform some or all, as well as other similar work.)

- 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, fin clips or tags, and/or signs of parasites, diseases or pathogens.
- Lead and participate in crews engaged in captive fish rearing activities including spawning, incubating, feeding, sampling, sorting, handling, medicating, anesthetizing, and transporting fish. Crew may also monitor the status of facility systems and equipment, fabricate, construct, and maintain systems. Gather research data and organize information from fish samples or experimental projects.
- Lead crew in regular facility inspections including, for example, dewatering equipment, pumps, flumes, gates, tanks, screens, filters, gatewells, and/or tag interrogation equipment. Crew may also monitor and maintain water quality levels. Record findings and adjustments made. Provide input for facility improvements. Respond appropriately and immediately to emergencies.
- Update database by entering, checking, and/or editing biological or habitat data that has been inputted on field forms, electronic data loggers, and/or desktop computers. Maintain, organize and provide access to databases. Write memoranda and short reports for transfer of data. Produce summaries including corrections. Produce presentation quality tables and graphs of data.

Knowledge Required by the Position:

- Knowledge of fishery biology (including knowledge of particular species of fish).
- Knowledge of fish husbandry.
- Knowledge of aquatic habitats.
- Knowledge of the scientific method.
- Knowledge of sampling protocols.
- 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 basic math.



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Employees have the knowledge to resolve common technical or procedural problems for themselves or their work crew. They are able to assess or interpret the significance of their results and relate that to the overall objective of the project. They have the knowledge to outline, organize and execute the details of projects where unusual or irregular procedural or technical problems arise.

Additional Mandatory/Desirable Skills:

- *Valid Driver's License*
- *Mark Fish*
- *Fish Species ID Skills*
- *Compile and Collect Neat and Accurate Data*
- *Specific Software Skills (spreadsheet, word processing, database)*
- *Oral Communication Skills*
- *Written Communication Skills*

Additional Desirable Skills:

- *Lift 40-50 lbs*
- *Electronic Detection Technology*
- *CPR/First Aid*
- *Literature Search/Review*
- *Trap/Weir*
- *Repair & Maintain Equipment*

Physical Demands:

Demands can range from moderate-including walking, climbing stairs and ladders, reaching, lifting, bending, and strenuous sweeping-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. Camping out or living at sea in vessels with minimal amenities for extended periods may be required. Some work requires the ability to maintain footing in fast-moving water.

Work Environment:

A portion of the work is performed in an office setting with adequate lighting, heating and ventilation. The majority is performed in fish processing labs, fish holding areas, fish processing plants, and/or in the field. Incumbents 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, trails, irregular terrain, insects, poison oak, rough or fast-moving water, or cold water temperatures. Work at high elevations or aboard boats, research vessels, or commercial fishing vessels may be required.

Minimum Qualification Requirements:



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A range of experience and education may be presented. At the lower end of the range, candidates must present one year of Specialized Experience** OR one semester of graduate education that is directly related to the work of the position. 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. An equivalent combination of experience and education is also qualifying.

**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.