



PACIFIC STATES MARINE FISHERIES COMMISSION POSITION DESCRIPTION

Title: Fishery Biologist 1- North Coast Restoration Monitoring (19-1129)

Location: Fortuna, CA (95540)

Anticipated Start Date: June 24, 2019

Position Type: Full Year, Full Time, Hourly/Non-Exempt

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

Salary Target: \$18.00/hour

Job Number: 19-1129

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

Closing Date: June 7, 2019 at midnight PST

Position/Project Specifics:

Under the direction of the restoration monitoring program of California Department of Fish and Wildlife, the Fisheries Biologist will plan and conduct effectiveness and validation monitoring of habitat restoration projects. Work involves travel to project sites located in watersheds throughout the North, North Central, and San Francisco Bay coastal areas of California.

Monitoring of restoration projects employs three approaches: 1) detailed measurement of physical habitat characteristics, before and after restoration projects are completed, following a specific study design; 2) a rapid field assessment using treatment-specific, qualitative checklists; and 3) assessment of fish response to instream and passage projects via snorkel and spawner surveys.

Examples of project types monitored include: fish passage improvement, upslope road decommissioning and upgrading, instream habitat enhancement, bank stabilization, fish screening, off-channel habitat development, invasive plant removal and riparian revegetation. Future project types may include estuary enhancement.

Job duties include: assessing the effectiveness of various restoration techniques using physical and biological assessment methods; working under the guidance of a CDFW Senior Environmental Scientist, collecting and analyzing data; preparing annual reports and writing project case studies. Work involves conducting/developing data summaries and graphs for reports, pre-post photo documentation, and maintain regular communication with CDFW grant managers, project funded grantees, and public and private landowners.

Applicants should have a working knowledge of aquatic ecology/environmental sciences; prior instream and/or upslope field experience; willingness to learn and follow CDFW and PSMFC policies, protocols and procedures; good data management and field gear organization, good communication and interpersonal skills; scientific writing skills, and an acquaintance with statistical analysis and GIS mapping.



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**** 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.
- 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 fish husbandry.
- 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 skills:

- *snorkeling*
- *carcass and redd surveys*
- *lift 40-50 lbs.*
- *valid driver's license*
- *hiking*
- *habitat typing*
- *habitat monitoring*
- *Restoration proj. monitoring*



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- *research land ownership*
- *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.

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.

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.



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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.