



PACIFIC STATES MARINE FISHERIES COMMISSION POSITION DESCRIPTION

Title: Fisheries Technician 1 - Cowlitz River Hydroelectric Project (19-1130)

Location: Salkum, WA (98582)

Anticipated Start Date: June 24, 2019

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

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

Salary Target: \$15.00-\$18.00/hour, DOE

Job Number: 19-1130

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

Closing Date: June 10, 2019 at Midnight PT

Expected Start Date: June 24, 2019

Expected End Date: December 31, 2019

Group Definition: Fisheries Technicians perform duties related to the protection, preservation, propagation, and sampling of fish species and the preservation or enhancement of their 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:

The successful candidate will be working with Tacoma Public Utilities staff at the Cowlitz River Hydroelectric Project in Salkum, Washington. The candidate will be working 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 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, and in a wet environment. Both of these traps will require the applicant to become 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, assist with creating reports, and provide accurate data research summaries. Microsoft Access and Excel are used daily and queries are often shared so accuracy is important. Salmonid experience is desired.

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



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Essential Functions: (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.)

- Participate in survey crews that conduct regional 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.
- Collect and organize biological and habitat samples and collections (such as scales, otoliths, ageing structures, other tissues, water quality, etc.).
- Make regular facility inspections including, for example, dewatering equipment, pumps, flumes, gates, tanks, screens, filters, gatewells, and/or tag interrogation equipment. Monitor and maintain water quality levels. Record findings and adjustments made. Respond appropriately and immediately to emergencies.

Knowledge Required by the Position:

At the lower end of the range, employees use knowledge of basic arithmetic, reading, writing, and data collection to perform routine or repetitive tasks.

At the upper end of the position range, employees use knowledge of the basic principles and protocols of fish biology to make readings, measurements, and observations; execute tests; collect samples, etc. If complex equipment systems are operated, the employee has the knowledge to perform calibrations or adjustments to achieve desired results.

Additional Mandatory Skills:

- *lift 40 - 50 lbs.*
- *valid driver's license*
- *Oral communication skills*
- *compile and collect neat and accurate data*

Additional Desirable Skills:

- *Mark Fish*
- *Electronic Detection Technology*
- *CPR/First Aid*
- *Literature search/review*
- *specific software skills (spreadsheet, word processing, database, GIS, statistical)*
- *Fish species ID skills*
- *Written communication skills*
- *Using fish keys*



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- *Repair and maintain equipment*

Physical Demands:

Demands can range from moderate --where there is walking, climbing stairs and ladders, reaching, lifting, bending, and strenuous sweeping-- to rigorous. In the latter case, the incumbent 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 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, 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 may be required.

Minimum Qualification Requirements:

A range of experience and education may be presented. At the lower end of the range, candidates must present six months of General Experience* OR one year of education above the high school level that included at least six semester hours in any combination of scientific or technical courses. 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 4-year course of study above high school leading to a bachelor's degree with a major or at least 24 semester hours of coursework in any combination of scientific or technical courses. An equivalent combination of experience and education is also qualifying.

*General Experience is (1) any type of work that demonstrates the applicant's ability to perform the work of the position or (2) experience that provided a familiarity with biological sciences or the processes of the biological sciences.

**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.

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



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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.