

State of Washington  
Dept. of Fish and Wildlife  
invites applications for the position of:

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Working for Washington State

## Project Coastal Marine Fish Lead Biologist 2 \* 11468-12

**SALARY:** \$3,117.00 - \$4,088.00 Monthly

**OPENING DATE:** 11/13/12

**CLOSING DATE:** 11/20/12 05:00 PM

### DESCRIPTION:






**Our Mission**  
To preserve, protect and perpetuate fish, wildlife and ecosystems while providing sustainable fish and wildlife recreational and commercial opportunities.

**Vision**  
Conservation of Washington's fish and wildlife resources and ecosystems.

**Additional Salary Information**  
The salary range reflects a 3% salary reduction for state employees over the 2011-13 biennium, which was passed by the Legislature effective July 1, 2011 through June 29, 2013.

### THE DEPARTMENT

The Washington Department of Fish and Wildlife (WDFW) is dedicated to protecting native fish and wildlife, and providing sustainable fishing, hunting and wildlife viewing opportunities for millions of residents and visitors. Working throughout the state, WDFW's employees—field biologists, enforcement officers, land stewards, lab technicians, customer service representatives and others—manage hundreds of fish and wildlife species, maintain nearly a million acres of public wildlife lands, provide opportunities for recreational and commercial fishing, wildlife viewing and hunting, protect and restore habitat and enforce laws that protect fish and wildlife resources. Find out more about us and the important work we are a part of at [www.wdfw.wa.gov](http://www.wdfw.wa.gov)

This is to fill a project permanent full-time Coastal Marine Fish Project Lead Biologist 2– Rockfish and Forage Fish Studies position in the Fish Program, Fish Management/Marine Resources Unit. The duty station is 48 Devonshire Road, Montesano, WA 98563. The Rockfish and Forage Fish Population Monitoring Project is funded from November 16, 2012 through January 31, 2014.

### Position Overview

This position directs the Coastal Marine Fish Research Unit's field operations for marine fish research and monitoring projects that collect growth, movement, abundance, distribution, survival, mortality, genetics, species composition, life history, or other data from marine fish. The projects include, but not limited to, nearshore rockfish tagging, setline surveys, and forage fish surveys and sampling. Each study has specific objectives and therefore has specific sampling protocols. The incumbent will work closely with research scientists within the Marine Fish Science group to develop sampling protocols and insure that the protocols are carried out precisely and data are processed timely and accurately. The incumbent will independently organize, conduct, and manage these projects; will supervise a sampling crew with dynamic field schedules under challenging working conditions; and will produce data analyses and summary reports at the end of field seasons.

The position is crucial in collecting scientifically sound data to advance the understanding of the marine fish

resources and to better inform policy decisions for maintaining healthy and diverse fish populations and sustainable fishing opportunities. These duties are closely linked to WDFW's mission to ensure "Sustainable management of marine resources to maintain the economic well-being and stability of the state's fishing industry and to enhance recreational and commercial fishing in state and offshore waters."

#### **DUTIES:**

**Research, Evaluation and Project management:** Use independent judgment to identify and recommend data collection protocols as needed consistent with research objectives and guidelines. Contribute field expertise to research project design and implementation. Lead, monitor and evaluate field operational methods to ensure data integrity and consistency with research objectives. Plan, guide and monitor field work schedules across multiple projects to ensure efficient and full utilization of staff. Direct development of contracts for chartered vessels and moorage for agency vessels. Communicate with fishers, processors, skippers and others to ensure project goals, objectives and schedules for sampling, tagging or onboard observation are understood and met. Identify, plan and direct acquisition of equipment to necessary to accomplish research project objectives. Direct procurement and maintenance of equipment and supplies. Provide logistical support for fishing industry or public meetings and workshops.

**Data Management and Project Reporting:** Prepare project status summaries; assist with preparing research reports and findings for publication. Summarize research data. Assist in development, and maintain project databases. Perform routine audits of data, ensure data accuracy. Develop data forms. Develop and maintain archive procedures. Train technicians in proper field sampling and data entry techniques. Enter and error-check data. Develop data forms. Ensure critical deadlines for reporting are met.

**Supervision:** Responsible for all aspects of project staff supervision including; recruiting, hiring, training and performance monitoring and evaluation; specifically, following personnel procedures and timelines for recruiting and interviewing candidates; maintaining accurate employee records and timesheets; tracking and coordinating employee schedules, ensuring staff are thoroughly briefed and trained for lab, dockside or at-sea duty in terms of job tasks, safety, and/or survival and on-board conduct.

#### **Working Conditions**

This position requires being available seven days a week. Work days and hours will vary depending on weather and ocean conditions: good weather will require up to 80 hour work weeks, including weekends. Position can entail extensive time at sea, long days (12-15 hours) are typical; multi-day trips may be necessary. Work is conducted in all types of weather. On multi-day trips, will require living aboard the vessel as one of the crew; meals and a bunk are provided while at sea. Living accommodations are primitive, cooking facilities are available, bathing facilities often are not. During field surveys the incumbent may spend up to 20 days away from home, on a boat, in camps or motels.

Work locations include ocean beaches, docks and fish buying facilities; involves navigating wet, slippery and uneven surfaces, climbing over logs/debris, steps and/or ladders. Frequent and repetitive lifting is involved, often up to 50 pounds. Handling fish is necessary to measure, extract or remove age structures with a knife or saw.

#### **Union**

This position is covered by a collective bargaining agreement between the State of Washington, Department of Fish & Wildlife, and the Washington Association of Fish and Wildlife Professionals (WAFWP). As a condition of employment you must either join the union and pay union dues, or pay the union a representational or other fee within 30 days of the date you are put into pay status.

#### **QUALIFICATIONS:**

A Bachelor's degree in fisheries, wildlife management, natural resource science, or environmental science. Twelve semester or eighteen quarter hours of specific course work is required for certain positions.

**The best qualified applicants will demonstrate competencies in the following areas:**

1. Proficient in MS Excel, Access and Word
2. Working knowledge of supervisors responsibilities
3. Working knowledge of applicable contract obligations (e.g. charter vessels, moorage)
4. Working knowledge of Marine organism identification

5. Working knowledge of Commercial fishing, landing and processing operations
6. Working knowledge of Commercial fishing regulations
7. Work experience with fish tagging and sampling techniques and procedures
8. Work experience with the operation of lab equipment and procedures
9. Work experience recording and compiling research data, using arithmetical and elementary statistical procedures.
10. Work experience organizing and presenting laboratory and field data in writing

**SUPPLEMENTAL INFORMATION:**

To apply for this position you MUST complete your profile at [www.careers.wa.gov](http://www.careers.wa.gov) and attach the following to your profile before completing the online application:

A cover letter describing how you meet the qualifications and competencies of this position (generic cover letter will not be accepted)

A current resume (please make it succinct)

Three professional references (personal references do not count as professional)

**Please note:** Failure to follow the above application instructions will lead to disqualification. E-mailed documents will not be accepted in lieu of attaching your documents to the online profile.

Upon submission of your online application, you will immediately receive a confirming e-mail. You will then be notified via e-mail of your status during the process. In addition to the e-mail notifications, you can check the status of your application at any time by visiting your online profile at [www.careers.wa.gov](http://www.careers.wa.gov). Due to the high volume of applications that we receive, we ask your understanding and encourage you to use the online process and avoid calling for information.

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The Department of Fish and Wildlife is an equal opportunity employer. We strive to create a working environment that includes and respects cultural, racial, ethnic, sexual orientation and gender identity diversity. Women, racial and ethnic minorities, persons of disability, persons over 40 years of age, disabled and Vietnam era veterans and people of all sexual orientations and gender identities are encouraged to apply. Persons needing accommodation in the application process or this announcement in an alternative format may call (360) 902-2276 or the Telecommunications Device for the Deaf (TDD) at (800) 833-6388.

**Project Coastal Marine Fish Lead Biologist 2 \* 11468-12 Supplemental Questionnaire**

- \* 1. Have you ever been convicted of a misdemeanor or felony within the last ten (10) years?  
 Yes     No
  
- \* 2. Do you have a valid Washington State, or other state, driver's license? (If selected for an interview, you may be asked to furnish your license and driving record.)  
 Yes     No
  
- \* 3. Describe your work experience – types of products or tasks – using MS Excel, Access and Word:
  
- \* 4. Do you have supervisory experience? Describe (include number of months):
  
- \* 5. Do you have experience working with applicable contract obligations (e.g. charter vessels,

moorage)? Describe (include number of months):

- \* 6. Do you have work experience identifying marine organisms? Describe (include number of months):
- \* 7. Do you have work experience with commercial fishing, landing and processing operations? Describe (include number of months):
- \* 8. Do you have work experience interpreting commercial fishing regulations? Describe (include number of months):
- \* 9. Do you have experience with fish tagging, or fish sampling techniques and procedures? Describe (include number of months):
- \* 10. Do you have work experience with the operation of lab equipment and procedures? Describe:
- \* 11. Do you have work experience recording and compiling research data, using arithmetical and elementary statistical procedures? Describe (include number of months):
- \* 12. Do you have work experience organizing and presenting laboratory and field data in writing? Describe (include number of months):
- \* 13. Do you have work experience observing onboard commercial fishing vessels at sea? Describe:
- \* 14. Do you have work experience leading and conducting research projects onboard commercial or chartered research vessels at sea? Describe:
- \* Required Question