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

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Working for Washington State

Permanent Fishery Biologist 1*07006-13

SALARY: $2,663.00 - $3,459.00 Monthly

OPENING DATE: 07/09/13

CLOSING DATE: 07/16/13 05:00 PM

DESCRIPTION:

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

This recruitment is for a permanent full-time Fish Biologist 1 in the fish Program, Science/Fish Ecology and Life Cycle Monitoring Unit Region 5. The duty station for this position is 804 Allen Street, Suite 3, Kelso, WA 98626.

The position leads field activities and analyzes data associated with ESA-listed salmon and steelhead monitoring and research in the Kalama River. These studies are designed to better understand population diversity, to assess hatchery impacts on native salmonid populations, and to monitor overall population health and viability.

DUTIES:

1 - Using established procedures, leads adult salmonid monitoring in the Kalama River.

Tasks include:

- Independently implements and conducts field data collection in a manner to ensure a high quality dataset.
- Examines, enumerates, and identifies to species, run type, and origin all adult salmonids caught in the Kalama Falls Hatchery trap.
- Collects length, scales, and DNA tissue from all or a proportion of fish caught in the trap.
- Collects additional data as directed by supervisor.

- Communicates progress and status of field data collection to the project manager on a regular basis to ensure project efficacy.
- Communicates and coordinates with Kalama Falls Hatchery staff to schedule sampling events.
- Trains, oversees, and leads subordinate staff to perform these tasks effectively.
- Assists project manager with organizing and implementing annual snorkel surveys for adult steelhead escapement purposes.
- Conducts snorkel surveys with regional staff for adult escapement purposes.
- Participates and contributes to discussions about improving field data collection methods.

2 - Using established procedures, leads juvenile salmonid monitoring in the Kalama River.

Tasks include:

- Independently implements field data collection in a manner to ensure a high quality dataset.
- Installs, operates, maintains, and removes the juvenile salmonid rotary screw trap on the Kalama River.
- Maintains and organizes supplies and equipment associated with the trap.
- Leads subordinate technicians in dynamic and complex operations to monitor salmon populations over a range of river discharges and variable out-migrant timing patterns.
- Ensures daily trap checks occur and uses professional judgment to ensure that the timing and frequency of daily trap checks are consistent with river conditions and out-migrant abundance.
- Maintains trap integrity during high flow and heavy debris events.
- Makes minor repairs to trap if damage occurs due to weather, flows, debris, or vandalism.
- Examines, enumerates and identifies to species, life stage, and origin all target salmonids caught in the juvenile trap.
- Enumerates and identifies to species all non-target fish captured in the trap.
- Collects biological data from juvenile salmonids including, but no limited to, length, scales and DNA tissue. Initiates and conducts mark-release/recapture experiments under varying stream discharges and capture rates to calculate trap efficiency for juvenile salmonid population estimates.
- Ensures fish are released in good condition.
- Communicates progress and status of field data collection to the project manager on a regular basis to ensure project efficacy.
- Trains, oversees, and leads subordinate staff to perform these tasks effectively.
- Participates and contributes to discussions about improving field data collection methods.

3 - Independently manages and maintains field data and biological samples

Tasks include:

- Clearly records all data on datasheets, and properly maintains and organizes datasheets.
- Ensures field data are entered into the project database in a timely manner.
- Error checks database on a regular basis to ensure that it is a high quality product.
- Orders materials necessary to house biological samples, organizes biological samples, and submits biological samples to the appropriate entity for processing and analysis.

4 - Performs preliminary data analyses and assists project manager with report writing.

Tasks include:

- Extracts data from databases and/or spreadsheets as requested by the project manager.
- Uses mathematical techniques and various software tools to summarize and/or analyze data.
- Creates tables and graphs to include in reports.

Working Conditions

The work schedule is variable but is typically 40 hours over a five day period. During peak migration periods or when necessary, the incumbent is expected to work nights, weekends, holidays, and some overtime. Some local and regional travel is necessary to attend trainings, and to pick up sampling gear. Overnight travel is extremely rare. Daily travel occurs from the office to the sampling sites.

Adult salmonid sampling involves standing for several hours at a time, frequent bending and lifting, and exposure to inclement weather and cold water. Data recording and fish identification and handling require dexterity and acute vision, especially for fin-marking, tagging, and collecting biological samples. Sampling also entails handling and relocating adult salmonids that weigh up to 40 pounds.

The screw trap is accessed by traversing steep gradients, walking over slippery rocks, operating a small watercraft, climbing over railings, and maintaining balance on a moving deck. The screw trap has moving parts, including winches for raising and lowering the traps. Job duties require long hours of exposure to cold water and adverse, and possibly, dangerous weather conditions including high river flows. Frequent bending, kneeling, climbing, and lifting. Data recording and fish identification and handling require dexterity and acute vision, especially for fin-marking, tagging, and collecting biological samples. The job requires safe use of various chemicals including Tricaine Methanesulfonate (MS-222).

The job duties require heavy lifting by employees (50-100 lbs.), including large buckets of water to transport fish, outboard motors, generators, and pumps. Safe use of hand tools and power tools (chain saws, etc) is required to make trap repairs and to clear large woody debris from the trap. Proper use of scissors, knives, scalpels, global positioning units, and coded-wire tag wands is required to accomplish project needs.

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 semesters or eighteen quarter hours of specific course work is required for certain positions. Equivalent education/experience.

Preferred candidate will have work experience in the following areas:

Ability to identify and differentiate salmonid species at all life stages.

Knowledge of salmonid life history strategies and behavior.

Specialized experience differentiating between adult summer and winter-run steelhead.

Knowledge of mark-recapture methodology for estimating population size.

Proficiency in marking juvenile and adult salmonids.

Experience installing and operating juvenile migrant fish traps, including screw traps.

Ability to perform snorkel surveys in a river environment.

Ability to manage and maintain computer files and use spreadsheet (e.g., Microsoft Excel) and database (e.g. Microsoft Access) software.

Ability to apply standard statistical techniques in analysis of research data.

Ability to prepare detailed written reports on technical studies.

Experience operating small boats with outboard motors.

Ability to use hand tools, power tools, and small engine machinery.

Ability to critically analyze stream conditions and recognize problem situations to maintain safety and minimize adverse impacts to fish populations and crew.

Good verbal communication skills to discuss work plans, convey training and expectations to less experienced technicians, discuss alternative operational designs, meet with agency staff and cooperators to accomplish work objectives.

Excellent data organizational skills and clear, understandable handwriting to provide high quality data products.

SUPPLEMENTAL INFORMATION:

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

A cover letter describing how you meet the preferred qualifications 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. 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.

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.

Permanent Fishery Biologist 1*07006-13 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. Select the answer below that best describes your work experience identifying adult salmonids.

❑ None
❑ 1-6 months
❑ 6-12 months
❑ 12-18 months
❑ 24 months or more

* 4. On the scale of 1-5, indicate your knowledge of Oncorhynchus mykiss life history strategies including freshwater residence, outmigration timing, marine residence, and return timing:

❑ No knowledge
❑ 2
❑ 3
❑ 4
❑ Proficient knowlegde

* 5. On a scale of 1-5, indicate your ability to differentiate between adult summer and winter-run steelhead:

❑ No knowledge
❑ 2
❑ 3
❑ 4
❑ Proficient knowledge

* 6. Which best describes your work experience with adult fish marking/tagging techniques and protocols?

❑ None
❑ 1-6 months
❑ 6-12 months
❑

12-18 months
- ❑ 24 months or more

* 7. Select the answer below that best describes your experience operating rotary screw traps.

- ❑ None
- ❑ 1-6 months
- ❑ 6-12 months
- ❑ 12-18 months
- ❑ 24 months or more

* 8. Select the answer that best describes your work experience identifying juvenile salmonids.

- ❑ None
- ❑ 1-6 months
- ❑ 6-12 months
- ❑ 12-18 months
- ❑ 24 months or more

* 9. Select the answer below that best describes your work experience conducting mark-recapture experiments using a rotary screw trap to estimate the number of juvenile salmonid outmigrants:

- ❑ None
- ❑ 1-6 months
- ❑ 6-12 months
- ❑ 12-18 months
- ❑ 24 months or more

* 10. On a scale of 1-5, indicate your knowledge of mark- recapture analysis approaches used to estimate salmonid population size:

- ❑ No knowledge
- ❑ 2
- ❑ 3
- ❑ 4
- ❑ Proficient knowledge

* 11. Select the answer below that best describes your work experience with Passive Integrated Transponder (PIT) technology.

- ❑ None
- ❑ 1-6 months
- ❑ 6-12 months
- ❑ 12-18 months
- ❑ 24 months or more

* 12. Select the answer below that best describes your working knowledge of the salmonid populations in the Kalama River Watershed.

- ❑ None
- ❑ 1-6 months
- ❑ 6-12 months
- ❑ 12-18 months
- ❑ 24 months or more

* 13. (DFW) Select the answer below that best describes your experience using database software (e.g. Microsoft Access).

- ❑ Beginner (little or no experience, but interested and willing to learn)
- ❑ Developing (working knowledge)
- ❑ Skilled (working knowledge, uses software frequently)
- ❑ Expert (exceptional knowledge, recognize as expert user)

* 14. (DFW) Select the answer below that best describes your experience using spreadsheet

software(e.g. Microsoft Excel).

- ❑ Beginner (little or no experience, but interested and willing to learn)
- ❑ Developing (working knowledge)
- ❑ Skilled (working knowledge, uses software frequently)
- ❑ Expert (exceptional knowledge, recognize as expert user)

* 15. (DFW) Select the answer below that best describes your experience conducting statistical analyses.

- ❑ Beginner (little or no experience, but interested and willing to learn)
- ❑ Developing (working knowledge)
- ❑ Skilled (working knowledge, uses software frequently)
- ❑ Expert (exceptional knowledge, recognize as expert user)

16. Select the answer below that best describes your work experience operating motor boats in river environments.

- ❑ None
- ❑ 1-6 months
- ❑ 6-12 months
- ❑ 12-18 months
- ❑ 24 months or more

17. Which best describes your work experience leading and/or supervising staff?

- ❑ None
- ❑ 1-6 months
- ❑ 6-12 months
- ❑ 12-18 months
- ❑ 24 months or more

* Required Question