

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

**careers.wa.gov**  
Working for Washington State

## Non-Permanent Fish Biologist 2\*06502-13

**SALARY:** \$3,213.00 - \$4,214.00 Monthly

**OPENING DATE:** 07/10/13

**CLOSING DATE:** 07/24/13 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.

### 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.

This is a 12-month non-permanent Biologist 2 position in the Fish Program, Fish Management District 1 located in the Department of Fish & Wildlife Colville District Office, Colville, WA. This position may become permanent contingent upon additional outside funding.

This position will assist the District 1 Fish Biologist in planning and implementation of piscicide treatments to remove non-native fish species in select tributaries in Pend Oreille County and re-establishment of native salmonid populations. In addition, this position will assist in completion of a fish passage barrier assessment and prioritization project in WRIA 62, including utilizing Geographic Information Systems (GIS) to determine miles of habitat made accessible to fish following removal of fish passage barriers, prioritization of barrier removal based on established criteria, and report writing. The position will also conduct fish sampling and creel surveys on lowland lakes.

### DUTIES:

**Key activities include:**

**Plan and conduct public Outreach and Education program for Pend Oreille River tributary piscicide treatments:** With guidance from District Fish Biologist, work with partnering agency to cooperatively develop components for public Outreach and Education program explaining why proposed piscicide treatments are

necessary and how they would be conducted. This activity includes participation in public meetings and presentations to a wide variety of stakeholders;

**Identify and prioritize tributary piscicide treatment opportunities:** With guidance from District Fish Biologist, work with partnering agency to cooperatively develop a basin-wide comprehensive, prioritized list of piscicide treatment opportunities;

**Develop Westlope Cutthroat salvage and re-introduction plan:** With guidance from District Fish Biologist, work with partnering agency to cooperatively develop a basin-wide plan detailing salvage of Westslope Cutthroat from tributaries proposed for piscicide treatment and subsequent re-introduction following successful non-native fish eradication;

**Collection and reporting of data associated with WDFW's rotenone/antimycin NPDES permit requirements:** With guidance from District Fish Biologist, collect biological and water chemistry data required by WDFW's Fishery Resource Management National Pollutant Discharge Elimination System (NPDES) Permit No. WA0041009;

**Design and implement stream piscicide treatments:** With guidance from District Fish Biologist, design and implement piscicide treatments. This activity includes overseeing logistics for tributary stream piscicide treatments of up to 20 miles in length.

**Re-establishment of native salmonid populations:** With guidance from District Fish Biologist, re-establish native salmonid populations following successful eradication of non-native fish species.

**Determine miles of habitat made accessible to fish following removal of fish passage barriers:** Utilize GIS to measure potential habitat gain following barrier removal.

**Prioritization of barrier removal:** Based on established criteria, prioritize fish passage barrier removal.

**Fish sampling:** Sample fish populations with gill nets, boat electrofisher, and other appropriate sampling gears.

**Creel sampling:** Conduct creel surveys, including angler counts and interviews, as well as examination of angler catch and collection of biological data.

**Report writing:** Provide written reports detailing work on aforementioned tasks.

### **Working Conditions**

Applicant must be willing and able to: work long, irregular hours in varying, sometimes remote, locations during both day and night; work in inclement weather and rough terrain; carry up to 40 pounds; hike up to 10 miles/day; work independently; wear respirators, personal floatation devices (PFD's), hearing protection, etc.; work with liquid and powdered fish toxicants such as rotenone and Antimycin; operate motor vehicles and small boats in field situations; and work in an office setting, as well as outdoors, to fulfill duties of the position.

**You will also be expected to acquire and/or maintain a valid driver's license, mandatory boater education card (valid for Washington State), American Fisheries Society Rotenone and Antimycin training certification, Washington State Department of Agriculture (WSDA) Pesticide Applicator's License (Public Operator's License with Aquatic Endorsement), and complete first aid training.**

### **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:**

Bachelor's degree in Fisheries Biology or related field AND one year of professional experience in Fisheries Management or Research OR One year as a Fish and Wildlife Biologist 1 (or equivalent experience). OR a Master's degree in an applicable science will substitute for the required experience.

Experience is based on full time equivalency (i.e., 40 or more hours/week). Part time work is prorated (e.g., 20

hours/week for 6 years = 3 years of experience). Do not count experience that was a part of your educational requirements.

In addition to the required experience and training, **preferred applicants** will also have:

A Master's Degree in Fisheries Biology or a closely related field;  
Quantitative training and experience for data analysis: Demonstrated coursework, training, and/or experience working with statistics, data analysis, and Geographic Information Systems (GIS);  
Washington State Department of Agriculture (WSDA) Pesticide Applicator's License (Public Operator's License with Aquatic Endorsement);  
American Fisheries Society Rotenone and Antimycin training certification.

**Competencies:**

Well qualified applicants will demonstrate competencies in the following areas:

**A knowledge of:**

Scientific technical writing, data management, and statistical methods;  
Aquatic habitats and fish biology;  
Aquatic invertebrate identification and biology;  
Fisheries research, including experimental design;  
Resident fish species and populations;  
Fish and aquatic invertebrate sampling equipment and techniques.

**The ability to:**

Organize, analyze, and interpret data;  
Communicate effectively with co-workers, project partners, and the public;  
Follow prescribed protocols and procedures;  
Conduct field surveys to collect data;  
Create and maintain accurate, comprehensive, and legible data records;  
Conduct data analysis and make inferences from data;  
Speak and write effectively;  
Safely operate four wheel drive motor vehicles and small boats.

**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 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.

Please note that initial screening will be solely based on the completeness of application materials submitted and the contents and completeness of the **“work experience”** section of your application in NeoGov. A resume will not substitute for the “work experience” section of the application. The information provided in your application must support your selected answers in the supplemental questions. Responses not supported in your application may disqualify you from consideration for employment in this position. All information will be verified and documentation may be required.

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.

### Non-Permanent Fish Biologist 2\*06502-13 Supplemental Questionnaire

1. Have you ever been convicted of a misdemeanor or felony?  
 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. What best describes your level of education?  
 Associate's  
 Bachelor's  
 Master's  
 Ph.D.  
 None of the above
  
- \* 4. What is your major area of study? If multiple degrees, please list each degree and major.
  
- \* 5. Are you willing and able to work in all weather conditions, including snow and extreme heat, and over difficult terrain including slippery rocks, steep banks, and mud?  
 Yes    No
  
- \* 6. Are you willing and able to work non-scheduled hours including evenings and weekends?  
 Yes    No
  
- \* 7. What best describes your professional-level experience in fisheries management/research? Experience is based on full time equivalency (i.e., 40 or more hours/week). Part time work is prorated (e.g., 20 hours/week for 6 years = 3 years of experience). Do not count experience that was a part of your educational requirements.  
 I have less than 12 months of experience  
 I have 12 – 23 months of experience  
 I have 24 – 35 months of experience  
 I have 36 – 47 months of experience  
 I have 48 or more months of experience

None of the above

\* 8. Briefly describe your coursework, training, and/or experience working with statistics, data analysis, and GIS.

\* 9. Are you willing and able to load and transport equipment and gear weighing up to 40 pounds over uneven terrain?

Yes  No

\* Required Question