

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

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Working for Washington State

Permanent Fish Biologist 4 *07368-13

SALARY: \$3,819.00 - \$5,010.00 Monthly

OPENING DATE: 07/16/13

CLOSING DATE: 08/04/13 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 permanent full-time Fisheries Biologist 4 position in the Fish Program, Science Division. The duty station for this position is 401 S Cottonwood St, Dayton, WA.

This position plans, directs, manages and evaluates artificial propagation and natural population research projects affecting the Washington Department of Fish and Wildlife salmonid hatchery mitigation facilities throughout southeastern Washington State. As a senior Biologist, identifies key research elements necessary to evaluate the success of the Department's lower Snake River salmonid hatchery mitigation programs. Develops long-range plans to address key research questions including: experimental design, experimental protocol, conduct of research, and reporting of results with specific recommendations which affect the ultimate success of salmonid mitigation hatcheries. Coordinates Endangered Species Act (ESA) permits and ensures compliance with ESA related terms and conditions. As Team Leader, manages the Fish Program's Snake River satellite office, supervises project leads conducting specific research projects including providing goals and direction, monitoring of experimental designs, study protocols, data assimilation, and final evaluation of results. Manages, implements, and controls unit budgets in order to assure compliance with contract, division and program budget allocations. Directs and coordinates a reimbursable research program comprised of the Lower Snake River Fish and Wildlife Compensation Plan (USFWS), Bonneville Power Administration and other funding agencies. (\$2.3 million/biennium)

DUTIES:

Serves as Senior Technical Representative for the Science Division in Southeastern Washington State

Tasks include:

1. Meets with interested parties to coordinate & implement research, monitoring and evaluation, or project activities
2. Provides scientifically based recommendations on fish management / policy issues based on research, monitoring and evaluation, or project derived information and areas of expertise.
3. Communicates with relevant groups to obtain necessary approvals (e.g. permits), and coordinates field work
4. Provides research-related data and/or results pertinent to fish resources and habitat that is of interest or importance to various internal and external user groups within a watershed or other geographical area.

Serves as Team Leader and lead biologist for research projects

Tasks include:

1. Writes research/project proposals and solicits external funding
2. Develops and manages budgets and procures equipment
3. Hires and supervises junior staff as required
4. Develops and implements work plans
5. Analyzes data using appropriate analytical methods
6. May direct multiple projects simultaneously

Identifies and recommends actions to applicable Fish Program managers

Tasks include:

1. Identifies key scientific uncertainties associated with science and management
2. Makes scientific recommendations to accomplish management priorities
3. Develops project proposals to address resource management data gaps

Communicates results of scientific studies or research project accomplishments

Tasks include:

1. Writes annual project reports
2. Publishes scientific papers in peer-reviewed journals
3. Gives presentations to constituent groups / funding agencies
4. Gives presentations at professional symposia

Supervision of technical or professional staff.

Tasks include:

1. Provides or recommends necessary training to subordinate staff
2. Approves work schedules and work assignments of subordinate staff (time sheets, leave requests, etc.)
3. Evaluates the performance of junior staff
4. Provides leadership (e.g. mentorship, coaching, direction, motivation, opportunity, credibility)

Working Conditions

Greater than 80% of time will be spent in an office or meeting room environment. Typical work schedule is M-F 8-5, but may require occasional work on weekends. This position may require monthly travel of 2-5 days with overnight stays. The incumbent may be called upon to represent the Agency at public meetings to explain research results.

Field work will be highly varied and will include exposure to extremes of temperature and require physical capability to walk three miles in a flowing stream, and lift fish carcasses weighing up to 50 lbs. Some field days could exceed 12 hours in duration. Schedule may require early and late work hours to assist project staff and could include attendance at evening meetings. Exposure to extreme environmental conditions (temps >100 degrees) and wildlife hazards (rattlesnakes) can occur during field work. A valid Washington State Driver's License is required.

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 and five years of professional experience in fish management or fish research

- Understanding of the scientific method and experience with experimental design.
- Experience conducting data analysis and statistical methodology.
- Experience in technical writing and publishing manuscripts.
- Ability to orally communicate results.
- Ability to effectively communicate and collaborate with other researchers from various organizations.

Preferred/Desired Qualifications:

A Master's degree in fisheries, wildlife management, natural resource science, or environmental science and five years of professional experience in fish management or fish research.

- Demonstrated experience leading a large research team focused on complex issues related to hatchery and wild salmon and steelhead.
- Demonstrated experience with technical writing and oral presentation. Demonstrated ability to represent Agency issues and positions within highly technical forums and informal

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 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. 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 Fish Biologist 4 *07368-13 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

* Required Question