

State of Washington  
 Dept. of Fish and Wildlife  
 invites applications for the position of:  
**Permanent Fish Hatchery Specialist 1 In-  
 training \*03971-14**

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

**SALARY:** \$2,113.00 - \$2,724.00 Monthly

**OPENING DATE:** 04/22/14

**CLOSING DATE:** 04/28/14 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 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.

There is currently a permanent Fish Hatchery Specialist 1 In-training at the Cowlitz Salmon Hatchery. The duty station is located at 125 Salmon Lane, Salkum, WA.

**DUTIES:**

**Fish Hatchery Specialist 1 (FHS1):** Performs a variety of technical and scientific fish culture duties, performs hatchery related maintenance, and participates in an agency supervised fish culture training program.

**Fish Culture;** Feeds fish their calculated daily ration; monitors fish behavior, health, egg and fish production; calculates and administers drugs as prescribed; identifies, sorts, and samples species for spawning and adult distribution; cleans ponds and raceways, troughs, and incubator systems, identifies marked adults and collects tags/marks for bio sampling and records data; collects fish tissue and fluid samples; performs fish inventories, splits, marking trailer inventories, weight samples, releases and plants fish.

**Recordkeeping and Reporting;** Enters data into forms and spreadsheets (e.g. fish mortality, feed sheets, feed inventory, and chemical usage); accurately fills out agency forms such as fish transfer tickets, hatchery invoice tickets, etc. Submits complete and accurate forms required. Assist in developing in-house forms as required.

**Operation and Maintenance of Facility;** Monitors water flow and quality parameters; takes water samples and readings (e.g. dissolved gases, suspended settleable solids, and other parameters as required) maintains proper water flow and rearing environments; responds to alarms; monitors and maintains facility support systems; actively identifies safety hazards and takes action or recommends remedies as appropriate.

**Operation and Maintenance of Equipment;** Organizes and maintains hatchery tools, equipment, and grounds; identifies and communicates safety concerns (management to staff and staff to management), uses tools and equipment properly and safely.

**Public Contact and Communications;** Responds to/answers questions from visitors or outside entities in a polite professional manner. Conducts organized tours; identifies the best way to respond with difficult-to-answer questions or when information is not readily obtainable.

### **Working Conditions**

This position works at a full cycle fish rearing facility dividing its time between an outdoor all weather, at times strenuous work environment, to an office setting. Work week is Monday to Sunday and typically work is 5-8 hour days per week, depending on the time of year; includes days, nights, weekends and holidays as needed. Normally does not exceed a 40 hours per week unless emergency conditions exist. The ability to lift 50 lbs. This position requires a valid driver's license. **This position is off station and standby has not been assigned at this time.**

- All applicants considering applying for this position should understand and consider that standby is a requirement for all positions in the Fish Hatchery Specialist series. Management may determine it is necessary to assign it in order to accomplish the goals and objectives of the agency and as necessary to protect the resources of the agency and if assigned, it will be a requirement of the position.

### **Union**

This position is covered by a collective bargaining agreement between the State of Washington, Department of Fish and Wildlife, and the Washington Federation of State Employees (WFSE), which contains a "union security" provision. This means that, 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:**

One year of experience as a Fish Hatchery Specialist 1 and successful completion of agency supervised training program. OR Associate's degree in fisheries technology or closely allied field. OR Three years of education towards a Bachelor's degree in fisheries or closely allied field. OR Successful completion of a fish culture program from a vocational school. OR Three years of experience performing a variety of fish culture duties in a hatchery will substitute for the required education. **Preferred work experience in a hatchery setting.**

### **Knowledge and Abilities Desired:**

1. Basic computer skills, familiarity with Microsoft Outlook and Excel software.
2. Basic fish culture techniques; rearing procedures
3. Water dynamics ( e.g. flows, flow patterns, availability, temperature, etc)
4. Calibration of specialized instruments (e.g. scales, Dissolved Oxygen meters)
5. Basic math; calculate and understand quantities and proportions
6. Ability to lift 50 lbs, work out of doors in all weather conditions and perform strenuous physical activities.
7. Safe and proper use and maintenance of tools and equipment.
8. Communicate effectively with the public

### **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:

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.

**Permanent Fish Hatchery Specialist 1 In-training \*03971-14 Supplemental Questionnaire**

\* 1. Have you ever been convicted of a misdemeanor or felony within the last 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. Which best describes your work experience working in a hatchery setting?

- None
- 1-5 months
- 6-11 months
- 12 months or more

\* Required Question