THE TULALIP TRIBES
Job Description

The Tulalip Tribes publicly announces that Native Preference to hiring shall apply to the Tulalip Tribal job opportunities

Job Title: Fisheries Enhancement Biologist

Tribal Department: Fish & Wildlife  Tribal Division: Natural and Cultural Resources

Job Summary: Makes technical recommendations to the Salmonid Enhancement Scientist and the Fisheries Program Manager regarding the application of enhancement science and salmonid biology to make improvements to the tribe’s hatchery enhancement program. Applies knowledge of enhancement biology in the preparation of grant applications and technical reports concerning monitoring, research, and operational and facilities improvements for the tribe’s enhancement program. Conducts training, oversees and performs specialized stock assessment sample collections, and performs routine fish culture at State and Tribal fish hatcheries. Coordinates and trains employees in conducting field surveys and biological sample collections in regional fisheries, hatcheries, and natural spawning grounds as instructed. Prepares and analyzes samples in the Tulalip Stock Assessment Laboratory (TSAL), and conducts advanced technical writing, spreadsheet, database, and statistical analyses and summarization of data according to prescribed procedures. Performs other duties as requested by Tribal management. May be eligible for tax-exempt status per Internal Revenue Code (IRC) 7873.

Employee Classification: Exempt

Background Tier Classification: Tier II

Safety Sensitive Classification: No

Compensation: $61,000-DOE

Education:
• Must have a Bachelor’s Degree in environmental science
  o Specialized education in the field of enhancement biology, fish hatchery management, salmonid culture and enhancement, and/or prior specialized laboratory experience in fishery stock assessment or related laboratory experience in biological sample processing is highly preferred.

Experience:
• Minimum of 3 years prior work experience in the field of fisheries biological sciences.
  o A Master’s Degree in environmental science may substitute for prior work experience.

Skills Testing:
• Must pass the Stock Assessment and Laboratory Techniques Exam.

Prerequisites:
• Must have a WA State Driver’s License and must adhere to the Motor Vehicle Usage Policy. (Abstract Required)

Job Requirements
• Must adhere to strict confidentiality of all departmental information seen and heard at all times.
• Must have tolerance and patience to deal with upset, angry and/or frustrated patients and/or vendors.
• Must be willing to attend progressive related trainings as deemed necessary.
• Must be able to work in a culturally diverse environment.
• Must be adept in applying scientific methods to biological issues related to fish hatcheries and/or stock assessment procedures used for hatcheries, fisheries, and stream survey sample collection and analysis methods.
• Specialized experience as a hatchery enhancement biologist with strong technical and writing skills is strongly preferred. Prior laboratory experience in fisheries stock assessment or related laboratory experience in biological sample processing is highly preferred. Skilled experience conducting biological sampling and applying enhancement biology monitoring methods at State and Tribal fish hatcheries, fisheries, and stream surveys is highly desirable.
• Specialized experience conducting standard laboratory techniques for fishery stock assessment (e.g., conducting fish scale, otolith, coded wire tag (CWT), and genetic stock identification (GSI) laboratory sample processing and analysis methods is preferred.
Physical Ability:
- Must be physically fit and capable of walking up to 5 miles per day for extended periods in inclement weather.
- Must be able to lift up to 50 pounds frequently.

This Employee Reports to: Salmonid Enhancement Scientist

Employee Supervises: Laboratory Specialist I

Extent of Job Authority: Oversee daily duties in the lab and ensure Stock Assessment employees follow protocols.

Specific Duties Performed:
1. Assists the Salmonid Enhancement Scientist and the Fisheries Program Manager in performing technical duties (including data management) in the application of standard fisheries enhancement biology principles and stock assessment methods to regional hatchery and harvest management programs.
2. Applies standard fisheries enhancement biology principles and stock assessment methods for the identification of particular salmonid stocks of concern for monitoring regional hatchery enhancement programs, as instructed by the Salmonid Enhancement Scientist and the Fisheries Program Manager.
3. Coordinates and conducts field sample collections from Snohomish regional hatcheries, fisheries, and natural escapements; performs laboratory analyses and data management of stock assessment samples (otoliths, coded-wire tags, and scale samples) in the Tulalip Stock Assessment Laboratory (TSAL) following established protocols for chain of custody and QA/QC.
4. Supervises and trains other Tulalip employees in conducting laboratory and field surveys and biological sample collections in fisheries, hatcheries, and natural spawning grounds, data entry, analysis, reporting, and chain of custody protocols, and ensures that other TSAL employees follow these protocols and procedures.
5. Assists the Salmonid Enhancement Scientist and the Fisheries Program Manager in preparing technical grant proposals and reports, conducting data analyses, and in executing projects related to hatchery enhancement and stock assessment monitoring, research, and the maintenance of tribal hatchery facilities and equipment.
7. Maintains laboratory facilities hazard-free, clean and organized.
8. Maintains laboratory and field biological sampling and analysis equipment and assures that necessary laboratory equipment and supplies are available and operational. Procures and prepares chemical reagents and supplies for stock assessment procedures; calibrates/maintains laboratory equipment, writes and refines laboratory protocols for new analytical techniques, and modifies data analysis methods and database applications as needed.
9. Records field and laboratory results with sufficient detail as instructed, enters data into computerized databases and spreadsheets, oversees accuracy of computerized spreadsheet and database entries, and updates databases regularly. Maintains Natural Resources Fish Sampling System (NRFSS) SQL Server Management Studio database, and other databases, electronic and hard data files in collaboration and direction from the Fisheries Program Manager and the Salmonid Enhancement Scientist, in cooperation with regional co-managers, watershed partners, and other applicable agencies.
10. Follows appropriate safety procedures during field sampling and laboratory analysis, prepares and maintains Material Safety Data Sheets (MSDS) for all chemicals used at TSAL and trains other tribal employees in chemical handling and safety.
11. Gives laboratory tours and short presentations to school groups and other visitors. Assists Northwest Indian College and other universities in educational training in laboratory methods and assists in the instruction and supervision of college students and curriculum in the TSAL.
12. Performs other duties as instructed by the Salmonid Enhancement Scientist, Fisheries Program Manager, or Natural Resources Department and Treaty Rights Office policy managers.

Terms of Employment: This is a regular Full-Time position that is annually dependent on grant funding requiring 40 hours per week or 2,080 hours per year. Regular working hours are Monday through Friday from 8:00 a.m. to 4:30 p.m. although working additional time, and outside of these hours, (Flex Hours) is often required.