Lummi Indian Business Council

2665 Kwina Road · Bellingham, Washington 98226 · (360) 312-2000

'Working together as one to Preserve, Promote and Protect our Sche Lang en'

JOB ANNOUNCEMENT
JOB TITLE: Hatchery Technician II

OPEN: October 3, 2018
EXEMPT: Yes
SALARY GRADE: (5) $14.35-$16.07 DOE
SHIFT: Day/On-Call
LOCATION: Skookum Creek Hatchery
DURATION: Regular Full Time

CLOSE: October 22, 2018
JOB CODE:
DIVISION: Salmon Enhancement
DEPARTMENT: Natural Resources
SUPERVISOR: Managers and Specialists
VACANCIES: 1

JOB SUMMARY: The Hatchery Technician II works under Hatchery Managers and the Salmon Enhancement Specialist to achieve the LIBC resolution interim goal of mid-1980s harvest rates through hatchery production at Skookum Creek Hatchery. The Hatchery Technician II completes tasks and keeps records with the understanding that the results and findings will be published in technical documents and peer-reviewed scientific articles. The Hatchery Technician II is required to conduct all aspects of routine hatchery tasks, including caring for all life stages of fish, cleaning ponds and raceways, equipment and facility maintenance, water quality monitoring, and disease monitoring. The incumbent performs all duties in strict accordance with Hatchery and Genetic Management Plans, National Pollutant Discharge Elimination System permit requirements, Fisheries Co-Manager policies, and all LIBC policies and procedures.

ESSENTIAL JOB DUTIES AND RESPONSIBILITIES include the following, and other related duties as assigned.

1. South Fork Chinook Recovery Program: Under the direction of hatchery supervisors, trap, sort, and spawn adult chinook following established protocols and procedures. Monitor the development and growth of eggs, fry, and fingerlings. Feed, grade, inventory, and calculate growth gains of all juvenile salmon on-station. Sanitize and clean ponds, raceways, rearing tanks, screens and incubator units. Apply medicated treatments to fish following the direction of hatchery supervisors.
2. Coho Augmentation Program: Under the direction of hatchery supervisors, assist with all aspects of the coho salmon augmentation program. Trap, sort, and spawn adult fish following established protocols and procedures. Monitor the development and growth of eggs, fry, and fingerlings. Feed, grade, inventory, and calculate growth gains of all juvenile salmon on-station. Sanitize and clean ponds, raceways, rearing tanks, screens and incubator units. Apply medicated treatments to fish following the direction of hatchery supervisors.
3. Biological Sampling and Data Collection: In accordance with Hatchery and Genetic Management Plans and the Lummi Hatchery Standard Operational Procedures, conduct biological sample collections on adult fish collected at hatcheries for coded-wire tags, DNA, otoliths, scales and external research tags following established protocols and procedures. Assist with organizing and conducting QA/QC of collected samples. Conduct extraction

and analysis of coded-wire tags collected at the hatchery following established protocols and procedures.

4. Data Management: Assist hatchery supervisors with scientific record keeping and computer databases for all salmon enhancement programs and studies at Skookum Creek Hatchery. Ensure collected data and sample identification codes are entered into databases in a timely manner and to a high level of standard.
5. Marking, Tagging and Otolith Marking: Conduct QA/QC of adipose fin clipping to ensure adequate effective mark rates. Assist with applying pre-hatch and post-hatch thermal otolith marks following the prescribed pattern. Ensures otolith vouchers are collected following established procedures and protocols. Participate in the implementation of passive integrated transponder tag (PIT-tag) studies of juvenile salmon at the hatchery.
6. Water Quality Monitoring and NPDES Compliance: Monitor and record dissolved oxygen, temperature, pH, ammonia, nitrites and nitrates on a daily basis. Conduct routine repairs, maintenance and calibration of water quality monitoring devices in accordance with established protocols and procedures to ensure compliance with National Pollutant Discharge Elimination System (NPDES) regulations.
7. Work Schedule Requirements: Perform night and weekend work as-needed and be available for on-call duty when required.
8. Hatchery and Equipment Maintenance: Under the direction of hatchery supervisors, maintain and repair hatchery equipment, vehicles and infrastructure, and maintain hatchery grounds.
9. Fish and Egg Transfers: Implement fish or egg transfers to or from other hatchery facilities in accordance with the Salmonid Disease Control Policy of the Fisheries Co-Managers of Washington State. Deposit salmon carcasses for nutrient enhancement throughout the South Fork sub-basin.
10. Meeting and Workshop Attendance: Attend workshops, classes, and technical meetings as required.
11. Support of Other Natural Resources Divisions: Assist with the implementation of various fisheries monitoring and evaluation projects within the Nooksack River basin, including spawning ground surveys and research fisheries.
12. Other Duties as Assigned: Perform other duties as assigned by supervisors within the general scope of work described.

MINIMUM QUALIFICATIONS:

- Must possess an Associate Degree involving major study in fisheries technology or similar field, AND one year working as a fish culturist, hatchery technician, or fisheries technician.
- If an applicant possesses a GED or high school diploma, an additional four years of related work experience at a Natural Resources Technician I level or equivalent is required to meet the minimum qualifications.
- Lummi/Native American/Veteran preference policy applies.

KNOWLEDGE, ABILITIES AND SKILLS:

- Demonstrated computer competency with Microsoft Excel, Access, Word and Outlook.
- Excellent oral and written communication skills.
- Demonstrated ability to follow oral and written directions and work independently.
- Ability to perform strenuous manual labor and during adverse weather conditions.
- Demonstrated knowledge and skills in carpentry, plumbing, electronics, and metal fabrication.

- Ability to establish and maintain effective working relationships with all levels of staff and to work in teams.
- Ability to effectively utilize work time and to work beyond normal work hours when this is required to meet task objectives in a timely fashion.

REQUIREMENTS:

- Must pass pre-employment and random drug and alcohol test to be eligible for and maintain employment, as required by the LIBC Drug & Alcohol Free Workplace Policy.
- Must possess a valid Washington State Driverôs license and meet eligibility requirements for tribal insurance.
- Must have a reliable means of transportation to report to work at the hatchery daily.
- This position is essential for the effective management of Treaty Right fisheries and may be eligible for federal income tax exemption pursuant to Section 7873 of the Internal Revenue Code.
- Position requires extensive Criminal Background Check.
- Must maintain strict confidentiality at all times.

TO APPLY:

To obtain a Lummi Indian Business Council (LIBC) application go to: http://lnnr.lummi-nsn.gov/LummiWebsite/Website.php?PageID=376 or request by e-mail libchr@lummi-nsn.gov For more information contact the HR front desk (360) 312-2023. Submit LIBC application, cover letter, resume & reference letters no later than 4:30 p.m. on the closing date listed above. If listing degrees or certifications include copies. Mailing Address: 2665 Kwina Road, Bellingham, WA 98226. Human Resource Fax number: 360-380-6991.