



## **Job Announcement**

<b>JOB TITLE:</b>	Fisheries Scientist
<b>DEPARTMENT:</b>	Upper Skagit Indian Tribe (USIT) – Natural Resources
<b>SUPERVISOR:</b>	Manager of Natural Resources Department
<b>CLASSIFICATION:</b>	Salaried Exempt
<b>HOURS:</b>	Full Time
<b>PAY RANGE:</b>	DOQ
<b>FILING DEADLINE:</b>	<b>CLOSES MARCH 22, 2019</b>

**GENERAL DESCRIPTION:** The Fisheries Scientist serves as a staff scientist for Upper Skagit Indian Tribe's Natural Resources Department (NRD), and performs such duties as defined by Manager of Natural Resources or the Director. The fisheries Scientist may review or conduct population analyses to inform fisheries management under the Endangered Species Act, develop or assist in forecast models to improve pre-season and in season fisheries management, and assist NRD in planning and designing of monitoring programs that enhance and protect Treaty Fishing implementation and management. He/she will prepare grants to support ongoing and new monitoring/research programs. She/he will be a technical representative for Upper Skagit Indian Tribe on assigned scientific and planning committees or work groups.

### **MINIMUM QUALIFICATIONS:**

1. Master of Science or Doctoral degree from an accredited University in Fisheries Biology, Biology, Ecology, Environmental Science or related field. Six years of experience in fisheries with experience in salmon and shellfish management.
2. Knowledge of current Northwest Washington wild salmonid stock management practices, with an understanding of Washington state Co-manager processes.
3. Knowledge of relevant environmental laws and procedures such as the Pacific Salmon Treaty, Endangered Species Act and Clean Water Act, and how they affect resources important to the Upper Skagit Indian Tribe.
4. Demonstrated experience with sampling design of large projects, including database and statistical design.

5. Proficient with R or comparable statistical software packages required. Use computers and programs including, but not limited to, Microsoft Office suite (Word, Outlook, Excel, PowerPoint, and Access) and ArcGIS 10.0 and public domain databases such as RMIS, WQX and climate data centers.
6. Experience with quantitative population dynamics modelling required, and occupancy, habitat modeling is desired.
7. Knowledge of life history strategies and habitat requirements of anadromous fish species.
8. Strong verbal communication and technical writing skills with familiarity summarizing complex findings. Experience preparing manuscripts for publication a plus.
9. Experience managing fisheries or natural resources related projects, including personnel and budget management.
10. Must be able to bend, reach, kneel, twist and grab items while working in the field, and be able to lift 80 lbs. Must be willing and able to work nontraditional schedules, including nights, weekends and holidays. Willingness to work in the field environments under a variety of conditions.
11. Must be able to maintain confidentiality of information and be willing to sign a confidentiality/non-disclosure agreement.
12. Must be respectful and sensitive to the values and culture of the Upper Skagit Indian Tribe.
13. Must maintain and carry current, valid unrestricted Washington Driver License including unrestricted liability insurance and be insurable under the Tribe's insurance policy.
14. Must be able to pass a pre-employment drug test and comply with the Tribe's Substance Abuse Policy including random drug screening.
15. Must pass a background check including a criminal background check.

#### **APPLICATION INSTRUCTIONS:**

Submit Resume, Letter of Interest, and completed tribal Employment Application by March 22, 2019. Please include references with phone number and contact instructions. To request an application please contact Carolyn Dudek at [carolynd@upperskagit.com](mailto:carolynd@upperskagit.com) or by phone at (360) 854-7100. Submissions can be transmitted to [carolynd@upperskagit.com](mailto:carolynd@upperskagit.com) or mailed to Attn: Carolyn Dudek, Upper Skagit Indian Tribe, 25944 Community Plaza Way, Sedro-Woolley, WA 98284.

**The Upper Skagit Indian Tribe has the right to change the description at any time. This position is subject to the Preference Policy of the Upper Skagit Indian Tribe. The statements contained herein general details as necessary to describe the principal function of the job, the level of knowledge, and skill typically required, and the scope of responsibility. However, these should not be considered an all-inclusive list of work requirements. Individuals may perform other duties as assigned including work in functional areas to cover absences or relief, to equalize peak work periods, or otherwise balance the work load; this is an at-will position.**