All positions with the Stillaguamish Tribe of Indians are Indian Preference in Hiring, in accordance with the Tribe’s hiring policies.

<table>
<thead>
<tr>
<th>Position Title:</th>
<th>Hatchery Maintenance Technician 1/2/3/4</th>
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<tbody>
<tr>
<td>Department:</td>
<td>Fisheries</td>
</tr>
<tr>
<td>Status:</td>
<td>Full Time Non-Exempt</td>
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<td>Grade:</td>
<td>DOE</td>
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<td>Reports to:</td>
<td>Hatchery Manager</td>
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**Position Summary**

This position performs a variety of fish hatchery, maintenance activities for the Tribe’s hatchery facilities. The position may provide input to the Hatchery Manager, Enhancement Biologist, or Fisheries Program Manager regarding scheduling, grounds keeping, activities, and efficiencies relative to the successful completion of hatchery activities and preventative maintenance. Along with the rest of the Natural Resources Department, this position works to protect and enhance the Tribe’s treaty protected rights.

**Essential Duties and Responsibilities**

- Maintain hatchery grounds and equipment as preventative and routine maintenance.
- Work with hazardous chemicals while following proper safety protocol (fish egg treatments, disinfection, etc.)
- Record and maintain accurate data on improvement projects, human health concerns, maintenance, chemical inventory, project budgets, etc.
- Perform routine system checks.
  - Attention to detail to perform system checks on but not limited to: UV system, generators, tractors, fork lifts, pumps, filters, etc.
- Maintain, construct, and perform minor repairs to ponds, walkways, egg trays, screens, etc.
- Maintain and repair hatchery grounds, buildings, hatchery equipment, lawn mowers, power tools, roads, facilities, etc.
- Meet the public, maintain public relations, answer questions, and conduct hatchery tours for school groups.
- Maintain water supply systems (domestic water, hatchery influent, drum filters, etc.)
- Maintain and perform routine checks of all plumbing
- Perform coded wire tagging and adipose fin clipping as scheduled.
- Strong adherence to strict biosecurity protocol.
- Administrative duties and all other duties as assigned.

**Supervisory Responsibilities**

No supervisory responsibilities.
Position Description

Stillaguamish Tribe of Indians

Required Knowledge, Skills and Abilities

- Knowledge of treaty fishing rights including compliance with U.S. vs. Washington, Civil 9213, and subsequent orders. Basic knowledge of the Stillaguamish Tribe and its Natural Resources programs.
- Extensive experience with plumbing, carpentry, and grounds maintenance in relation to aquaculture.
- Knowledge of the use of specialized equipment specific to fish hatchery work and ability to improvise solutions related to malfunctioning and/or faulty equipment.
- Ability and willingness to work weekends and holidays as scheduled, and take on-call duty shifts.
- Ability to represent the Tribe professionally when interacting with the public, Tribal members, other Tribal technical staff and other agency personnel.
- Ability to perform physically demanding tasks for the duration of the workday, such as heavy lifting, carrying, and working in inclement weather conditions.
- Ability to express ideas effectively, both orally and in writing and ability to write narrative reports in a clear and concise manner.
- Proficiency with computers, Microsoft Office suite (including Word, Excel and Outlook) and use of the internet. Experience with Microsoft Access preferred.
- Knowledge in the use of power tools, equipment, and their routine maintenance (drills, a variety of saws, weed whackers, leaf blowers, lawn mowers, tractors, trailers, etc.)
- Ability to work with a partner or independently in the performance of assigned tasks.
- Ability to accept supervision, follow oral and written instruction / directions, follow prescribed policies, protocols and procedures, record data and other information accurately and legibly, and complete required administrative work in an accurate and timely manner.
- Ability to maintain a positive attitude, strong work ethic with great attention to detail, and a strong interest in natural resource management.
- Willingness to learn and grow with the hatchery team.
- Must possess a valid Washington State Driver’s License, and be eligible for coverage on the Tribe’s automobile insurance.
- Must be willing to live within a 30 minute response time to one of the Tribe’s two hatcheries.

Work Environment

The work environment characteristics described here are representative of those an employee encounters while performing the essential functions of this job.

The worker is frequently subject to inside environmental conditions, which provide protection from weather conditions, but not necessarily from temperature changes, and is subject to outside environmental conditions and to cold, hot, wet and/or humid conditions. The noise level in the work environment is usually low to moderate.

Physical Demands

The physical demands described here are representative of those that must be met by an employee to successfully perform the essential functions of this job.

- Constantly requires the ability to give and receive detailed information through verbal communication.
• Constantly requires verbally expressing or exchanging ideas of important instructions accurately, loudly, or quickly.
• Constantly requires working with fingers rather than the whole hand or arm.
• Constantly requires repetitive movement of the arms, wrists, hands and/or fingers.
• Frequently involves lifting and carrying up to 50 pounds.
• Frequently requires working in inclement (i.e. hot, cold, rain, snow) weather.
• Frequently works with, or in, cold water for the duration of the workday.
• Often requires walking or moving about to accomplish tasks.
• Often requires ascending or descending stairs, ladders or ramps.
• Often requires raising objects from a lower to a higher position or moving objects horizontally.
• Occasionally requires standing and/or sitting for sustained periods of time.
• Occasionally requires stooping which entails the use of the lower extremities and back muscles.
• Infrequently requires crouching.
• Specific vision abilities required by this job include close vision, distance vision, and the ability to adjust focus.

Position Qualifications

To qualify for Level 1 position:
• High school diploma or GED equivalent with 2 years related extensive mechanical, plumbing, and carpentry experience.

To qualify for Level 2 position:
• Graduation from an accredited 2 year college with an Associate degree focusing on Mechanics/Plumbing (or related field) AND 4 years of related extensive mechanical, plumbing, and carpentry experience;
• OR graduation from an accredited 4 year college with a Bachelor of Science (B.S.) degree focusing on Mechanics (or related field) AND 2 years of related experience.

To qualify for Level 3 position:
• Graduation from an accredited 2 year college with an Associate degree focusing on Mechanics (or related field) AND 6 years of related extensive mechanical, plumbing, and carpentry experience;
• OR graduation from an accredited 4 year college with a Bachelor of Science (B.S.) degree focusing on Mechanics (or related field) AND 4 years of related experience.

To qualify for Level 4 position:
• Graduation from an accredited 2 year college with an Associate degree focusing on Mechanics (or related field) AND 10 years of related extensive mechanical, plumbing, and carpentry experience;
• OR graduation from an accredited 4 year college with a Bachelor of Science (B.S.) degree focusing on Mechanics (or related field) AND 8 years of related experience.

Additional education may substitute year-for-year for experience.
Travel Requirements
Local travel is frequently required. Travel outside of the state is infrequently required.

_I have read and I understand and agree to perform the responsibilities of this position._

_____________________________  ______________________
Employee Signature               Date

_____________________________  ______________________
Supervisor Signature             Date