



**SPOKANE TRIBE OF INDIANS  
HUMAN RESOURCES DEPARTMENT  
P.O. BOX 206 WELLPINIT, WA 99040  
PHONE (509)458-6527  
FAX (509) 458-6556**

## **JOB ANNOUNCEMENT**

**VACANCY ANN. #: STOI-20-106**  
**TITLE: FISHERIES BIOLOGIST I/II**  
**DEPARTMENT: NATURAL RESOURCES, SPOKANE TRIBAL FISHERIES**  
**STATUS: REGULAR, FULL-TIME**  
**RATE OF PAY: \$20.00 - \$26.00 PER HOUR, DOQ/DOE**  
**OPENING DATE: FEBRUARY 5, 2021**  
**CLOSING DATE: FEBRUARY 19, 2021**

### **SUMMARY OF DUTIES:**

The Fisheries Biologist I position will work on [Spokane Tribal Fisheries'](#) Lake Roosevelt Fisheries Evaluation Program and Northern Pike Suppression and Monitoring Programs. The position will assist the Division Director with carrying out the mission of the Department. Specific activities include leading the Lake Roosevelt Fisheries Evaluation Program monitoring of Net Pen performance (Rainbow Trout Net Pen Program BPA Project #[1995-009](#)), Aquaculture program success monitoring, and collecting data to inform husbandry and release strategies of the Spokane Tribal Hatchery (BPA Project #[1991-046](#)). Primarily, this position will be responsible for the day-to-day coordination of the projects listed above, ensuring the quality and accuracy of data collected, and project reporting. As a Fisheries Biologist I, the candidate will also be responsible for aspects of project management including effectively delegating duties to staff, provide oversight of equipment maintenance and procurement, meeting project objectives and deadlines, as well as preparing grant applications. The candidate will also be expected to participate in outreach activities on behalf of the Division such as drafting manuscripts, giving public presentations, be a representative on regional technical teams, committees, at meetings, and in the media. Fisheries & Water Resources hosts a diverse team of Biologists and Technicians working on a breadth of issues. This position, like all within the Division, will support colleagues through collaboration and with the implementation of their projects, as needed. Additional activities include working with limnologists and to standardize sampling and data collection efforts, assisting with other Division activities, including predator and aquatic community sampling and sample analyses, fisheries surveys, and assisting Program Biologists and Director with the development of recommendations for reservoir and fisheries management actions. Knowledge and experience in fisheries management, aquaculture nutrition, fish health, fish tagging, and aquaculture system design and operation, are required for this position. This position is a considered a "safety sensitive" position as it will require the frequent operation and transportation of large research vehicles and vessels.

### **DUTIES INCLUDE:**

- Regular collection of standardized biological data using techniques typical for large

lake/reservoir and river environments

- Conduct and coordinate fish health assessments for artificial production programs and wild populations.
- Coordinate program's data management, interpretation, and reporting; is ultimately responsible for the accuracy and quality of all data disseminated.
- Represents Division on various regional technical teams, committees, and panels (e.g. Lake Roosevelt Hatchery Coordination Team, , etc.)
- Evaluates production and quality metrics of fishes released by the hatchery mitigation programs.
- Assists with the Department's Northern Pike suppression efforts.
- Maintenance and operation of recirculating aquaculture systems.
- Identification of fish species
- Assistance with coordination and participation surveys/ studies led by co-managers and regional partners.
- Development and maintenance of written SOPs and survey protocols. Changing Program needs necessitate regular updates.
- Provides leadership to staff including training and oversight of field and laboratory techniques. Includes, but is not limited to, field safety practices, fish identification, biological sample collection and analysis (e.g., tissue samples and aging structures), and data collection and transcription.
- Collaborates with the Lake Roosevelt co-managers and other partners on field operations, reporting, data analysis, and presentations.
- Assists Division Director and colleagues on manuscripts, grants, management plans, and other documents.
- Presents fishery data at public meetings and professional society/organization meetings.
- Oversees Program's gear and equipment preparation, maintenance, and inventory.
- Works closely with youth through internship programs aimed at increasing participation in natural resources. Is expected to provide valuable field experiences in a respectful and safe environment for diverse interns ranging in age, background, and experience.
- Required to respectfully interact with the diverse user base of Lake Roosevelt.
- Required to be able to safely operate Tribal work vehicles in compliance with Tribal policies and to regularly travel over 150 miles in one workday under ideal and inclement weather conditions while trailering 8,000 lb loads.
- Other duties as assigned.

#### **KNOWLEDGE, SKILLS, AND EXPERIENCE REQUIRED:**

- Demonstrated experience with fisheries monitoring survey methodologies (gill net, boat electrofishing, fyke net, beach seine, etc.) and data analysis.
- Demonstrated supervisory and field leadership experience.
- Boating experience and safety training (boating safety certifications)
- Demonstrated familiarity with fish health survey design, implementation, and interpretation.
- Demonstrated experience marking and tagging fish, tracking, and interpreting telemetry data.
- Familiarity with dynamic storage reservoir environments and the Federal Columbia River Power System
- Familiarity working in a co-management setting.
- Working knowledge and competency with *R* software.
- Demonstrable experience working with Recirculating Aquaculture systems.

- Demonstrable experience with fish tagging and tracking studies.
- Must be proficient with MS Office Suite
- Knowledge and capacity to develop and lead fisheries monitoring surveys. Must demonstrate a strong background in field survey and research methods, data analysis, and statistics.
- Demonstrated ability (or willingness to learn how) to safely operate research vessels in a dynamic flood control reservoir.
- Demonstrated ability to coordinate and work effectively with diverse co-workers, project partners, and public outreach organizations.
- Demonstrated ability to maintain and use personal protective equipment by following established SOPs, communicating clearly, and using best professional judgement.

**MINIMUM REQUIREMENTS:**

- M.S. Degree in Fisheries Management or related field
- A valid Washington Driver's License (or ability to attain one) and must be eligible for the Tribe's vehicle insurance.
- Must demonstrate strong written and verbal communication skills (include two examples of scientific writing, e.g. peer reviewed articles, abstracts, thesis, technical reports)
- Must have (or ability to attain) a Washington Boater Education Card
- Must be willing and able to travel and stay overnight in hotels for meetings and fieldwork, often for consecutive days (lodging and meal costs are covered by the Department)
- This position requires ability to perform physically demanding work outdoors in variable weather, including peak summer heat, freezing temperatures, and in inclement conditions.
- This position occasionally requires work to be performed outside general business hours, including early mornings, evenings, nights, weekends, and holidays.
- Good employment history with references

**\*Must Submit 3 Professional References, Resume, Cover Letter, and a Complete STOI Application To Be Considered For Position\***

**Applications are available at the Tribal Human Resource Department  
or at the Spokane Tribal website at [www.spokanetribe.com](http://www.spokanetribe.com)**

**Contact: Sabrina McCoy or Andrea Flett**

**P.O. Box 206 Wellpinit, WA 99040**

**Phone: 509-458-6583, or 509-458-6527m Fax: 509-458-6556**

**E-mail: [hrrfrontdesk@spokanetribe.com](mailto:hrrfrontdesk@spokanetribe.com)**

**Applications must be received in the Human Resource Department no later  
than 4:30 p.m. on the closing date**

**The Spokane Tribe reserves the right to hire according to its Indian Preference Policy  
All Applicants are subject to a Pre-Employment Drug Test**