

State of Washington
 Dept. of Fish and Wildlife
 invites applications for the position of:
Fish & Wildlife Biologist 4, permanent
***12098-18**

careers.wa.gov
 Working for Washington State

SALARY: \$4,596.00 - \$6,038.00 Monthly

OPENING DATE: 12/06/18

CLOSING DATE: 04/04/19 05:00 PM

DESCRIPTION:



Our Mission
 To preserve, protect and perpetuate fish, wildlife and ecosystems while providing sustainable fish and wildlife recreational and commercial opportunities.

Vision
 Conservation of Washington's fish and wildlife resources and ecosystems.

The Department of Fish and Wildlife has some of the most talented people in the natural resource field. We celebrate and value diversity, appreciating that a workforce composed of those from different backgrounds and experiences creates an inclusive environment, strengthens positive relationships with the local community, and brings new perspectives and approaches to fulfilling the agency's mission.

The Washington Department of Fish and Wildlife (WDFW) is dedicated to preserving, protecting and perpetuating fish, wildlife and ecosystems, while providing sustainable recreational and commercial opportunities dependent on viable fish and wildlife populations. Each day, WDFW employees facilitate fishing, hunting and wildlife viewing opportunities for millions of residents and visitors. WDFW's employees—field and laboratory biologists, geneticists, research scientists, hatchery professionals, policy experts, fully commissioned law enforcement officers, land stewards, lab technicians, property acquisition specialists, customer service representatives and others work throughout the state. WDFW employees protect and restore critical habitat, strive to facilitate species recovery when necessary, and manage hundreds of fish and wildlife species. WDFW employees maintain nearly a million acres of public wildlife lands. They interpret, apply and enforce state and federal laws and collaborate with stakeholders to protect fish and wildlife resources. Find out more about us and the important work we are a part of at www.wdfw.wa.gov

Applications will be reviewed and interviews held as qualified applicants are identified. This recruitment is open until filled. Therefore, you are encouraged to submit your application materials as soon as possible.

This is a permanent Fisheries Biologist 4 position in the Fish Program, Marine Resources, Shellfish. The duty station for this position can either be located in Mill Creek or Port Townsend, WA.

The Puget Sound Crustacean Biologist provides department leadership for managing crab and shrimp fishery programs using best available science. Specifically, this position supervises and directs a team of biologists and technicians to successfully assess, regulate, and monitor sustainable commercial and recreational crustacean fishery opportunities that maximize economic benefit to local communities. This position supervises and participates in field studies that serve to inform conservation and protection of fish and wildlife resources and habitats, assess changes in crab and shrimp stock status, and predict future harvest opportunities. The biologist in this position works with their supervisor to make resource management recommendations to program policy representatives and is a central technical advisor to the co-management process leading to development of State/Tribal annual harvest management plans.

DUTIES:

Provide support to co-management processes leading to state/tribal harvest management plan agreements

Tasks include:

Work with supervisor to develop state/tribal harvest management plans for Puget Sound crab and shrimp fisheries.

Develop and maintain a database of fishery data including test fishing, creel surveys, and harvest estimates.

Analyze and summarize data to support formation of sustainable quotas and inform future management actions.

Represent the department in state/tribal technical forums to address issues of common concern and recommend improvements to fisheries management.

Manage the Puget Sound recreational and commercial shrimp fisheries in-season

Tasks include:

Plan, coordinate and participate in shrimp fishery management activities to ensure that state fishery harvest objectives are met.

Schedule and supervise the monitoring of recreational shrimp fishery catch and effort through aerial, on-water, and land-based surveys.

Summarize harvest data and produce harvest estimates to ensure that harvest quotas are not exceeded.

Develop and submit emergency regulations needed to meet in-season harvest management allocation objectives.

Ensure that department permits are issued prior to harvest and that ESA compliance monitoring occurs in the trawl fishery.

Collaborate with supervisor to develop changes to permanent WACs that govern the Puget Sound shrimp fishery as needed.

Coordinate with Enforcement staff as needed to ensure orderly fisheries.

Manage the Puget Sound recreational and commercial crab fisheries in-season

Tasks include:

Plan, coordinate and participate in crab fishery management activities to ensure that state fishery harvest objectives are met.

Develop and submit emergency regulations for in-season harvest management actions.

Collaborate with supervisor to develop changes to permanent WACs that govern the Puget Sound crab fishery as needed.

Coordinate with staff from Fish Program and Licensing Division responsible for producing in-season recreational crab harvest estimates.

Represent program regarding recreational crab harvest assessment issues including updates and changes to the crab catch record cards and recreational crab internet reporting site.

Coordinate with Enforcement staff as needed to conduct collaborative gear sweep and to ensure orderly fisheries.

Plan, supervise and participate in biological studies that inform crab and shrimp management**Tasks include:**

Identify, prioritize and implement field work that supports resource management and monitoring needs.

Identify emerging research needs and coordinate with supervisor to design studies that are scientifically rigorous, answer urgent management questions and are supported by existing budgets and grants.

Summarize and analyze data to evaluate harvest quotas and present results to tribal co-managers, scientific peers via manuscripts and conferences, and commercial and recreational fishery advisory boards.

Communicate with commercial and recreational crab and shrimp stakeholders**Tasks include:**

Coordinate the posting and updating of information on hotlines and the agency website to properly inform recreational and commercial crab and shrimp harvesters.

Provide responses to correspondence requests from the public, either directly or by delegating the task to other staff.

Meet with commercial shrimp advisors pre-season and as-needed to apprise stakeholders of current management strategies and fishery performance.

Meet with crab association board and communicate with president to coordinate harvest effort and to monitor fishery performance.

Develop agendas and meet with recreational crab and shrimp advisory board at least twice a year, and additionally as needed, to inform and receive feedback about fisheries and management strategies. Produce summaries of meetings and maintain agency advisory committee web site.

Supervises crustacean work unit**Tasks include:**

Supervises a work unit of 6 employees at 2 department offices.

Provides leadership and direction to achieve effective resource management goals.

Evaluates employee job performance, establishes work priorities and designates work assignments in consultation with the Puget Sound Shellfish Manager and WDFW policy staff.

Monitors work for timely and consistent progress and reviews final work products to ensure that high quality professional standards are met.

Closely supervises in-season activities to ensure that state shares of quotas are not exceeded.

Ensure a safe work environment and that all individuals are welcomed and treated fairly and respectfully, and employees feel empowered to contribute fully to serving their work unit, the agency and Washington's citizens.

Other duties as assigned**Tasks include:**

There are numerous day-to-day tasks that have not been completely described above and also unforeseen or emergent issues which may need temporary attention. It is expected that these duties will be discussed and prioritized with the position supervisor and assigned as needed to meet project goals.

Working conditions

M-F; 8AM-5PM, weekend days as needed to fulfill sampling needs. Office work at computer work station; field work on 32 ft. vessel in various weather and sea water conditions found in Puget Sound. Must have ability to effectively communicate with a range of stakeholders in sometimes contentious environments.

About 20 overnights per year, throughout Puget Sound, Strait and San Juan Islands. Must be proficient in operation of the work vessel and hydraulic gear puller.

Union

This position is in the collective bargaining unit represented by agreement between the State of Washington, Department of Fish & Wildlife, and the Washington Association of Fish and Wildlife Professionals (WAFWP).

QUALIFICATIONS:

A Bachelor's degree in fisheries, wildlife management, natural resource science, or environmental science

AND

Five years of professional experience in fish, wildlife, or habitat management or research, wildlife management or wildlife research, or habitat management or habitat research. Twelve semesters or eighteen-quarter hours of specific course work is required for certain positions.

Four years as a Fish & Wildlife Biologist 3.

Note: A Master's degree in the applicable science will substitute for one year of the required experience.

Note: A Ph.D. in the applicable science will substitute for two years of the required experience.

Preferred experience

Experience in commercial and recreational fisheries management.

Proficient in ArcGIS, biological survey design, biostatistical methods, and Access database development.

Successful history of supervisory management.

Successful history of co-management negotiating.

Must be proficient in operation of the work vessel and hydraulic gear puller.

SUPPLEMENTAL INFORMATION:

To apply for this position you MUST complete your profile at www.careers.wa.gov and attach the following to your profile before completing the online application:

A cover letter describing how you meet the qualifications and competencies of this position (generic cover letter will not be accepted)

A current resume (please make it succinct)

Three professional references (personal references do not count as professional)

Please note: Failure to follow the above application instructions will lead to disqualification. E-mailed documents will not be accepted in lieu of attaching your documents to the online profile. Upon submission of your online application, you will immediately receive a confirming e-mail. You will then be notified via e-mail of your status during the process. In addition to the e-mail notifications, you can check the status of your application at any time by visiting your online profile at www.careers.wa.gov. Due to the high volume of applications that we receive, we ask your understanding and encourage you to use the online process and avoid calling for information.

The Department of Fish and Wildlife is an equal opportunity employer. We strive to create a working environment that includes and respects cultural, racial, ethnic, sexual orientation and gender identity diversity. Women, racial and ethnic minorities, persons of disability, persons over 40 years of age, disabled and Vietnam era veterans and people of all sexual orientations and gender identities are encouraged to apply. Persons needing accommodation in the application process or this announcement in an alternative format may call (360) 902-2276 or the Telecommunications Device for the Deaf (TDD) at (800) 833-6388.

Fish & Wildlife Biologist 4, permanent *12098-18 Supplemental Questionnaire

1. Do you have a valid Washington State, or other state, driver's license? (If selected for an interview, you may be asked to furnish your license and driving record.)

Yes No

