

**State of Washington
 Dept. of Fish and Wildlife
 invites applications for the position of:
 Shellfish Disease Prevention Lead Biologist
 - Fish & Wildlife Biologist 4 - Permanent
 *08650-22**



SALARY: \$4,974.00 - \$6,534.00 Monthly
 \$59,688.00 - \$78,408.00 Annually

OPENING DATE: 06/13/22

CLOSING DATE: 07/04/22 11:59 PM

DESCRIPTION:



**FULL-TIME/PERMANENT
 FISH & WILDLIFE BIOLOGIST 4**

**SHELLFISH DISEASE PREVENTION LEAD BIOLOGIST
 WDFW Fish Program**

Port Townsend, Washington – Jefferson County

Are you a seasoned biologist with a passion for ensuring the health and sustainability of shellfish and marine plant resources?

Join our team in Jefferson County to manage the agency’s role to oversee shellfish and marine plant disease risk management program and various projects engaging with the state’s shellfish and seaweed aquaculture industries!

This position will serve as our Lead Shellfish Disease Biologist (Fish & Wildlife Biologist 4). In this position you will manage the risks posed by potential introduction and spread of organisms harmful to shellfish, marine plants, and associated ecosystems, including pathogens and pest organisms.



Manila Clam Limit – Photo Credit: Rachel Blomker

Picture yourself overseeing shellfish health biosecurity for the state—including shellfish import and transfer permitting, seaweed permitting, facility and site inspections and approvals, pathogen and pest surveys, stakeholder coordination and education, and emergency responses related to shellfish or marine plant disease and pest issues.

This is an opportunity to help connect science and policy in supporting decision makers that are involved in shaping policy approaches to shellfish and seaweed health and biosecurity.

In this dynamic role you will manage risks that pose a serious threat to the state's treasured wild and cultivated shellfish populations.

We are seeking candidates with demonstrated values matching those of WDFW: Accountability, Service, Professionalism, Integrity, Respect, and Empathy (ASPIRE).

DUTIES:



Olympia Oysters – Photo Credit: Olympia Oysters

Our Lead Shellfish Disease Biologist,

Guides programmatic oversight, supervises work unit, and provides independent leadership and direction to achieve agency objectives for shellfish disease and invasive pest risk management and policies. Tasks include:

- Provides biological support and agency expertise on issues relating to shellfish and marine plant (e.g., seaweed) disease.
- Establishes program objectives and goals based on knowledge of shellfish and seaweed disease risks to manage risk to the state's shellfish resources, marine ecosystems, and stakeholders. Provides leadership and direction to effectively achieve resource management and protection goals and implements agency policies and rules regarding shellfish and seaweed disease control.
- Supervises a team in executing program work designed to manage risks associated with shellfish and seaweed disease. Evaluates employee job performance, establishes work priorities, and designates work assignments in consultation with the Puget Sound Shellfish Policy Coordinator. Manages personnel issues relating to staff conflicts, absenteeism, performance issues, etc. in a positive manner for the purpose of ensuring the efficient and effective functioning of the work unit.
- Assists and supports subordinate staff in achieving their professional development and career objectives.
- Develops and implements staff training and development plans to provide cross training of employees.
- Monitors work for timely and consistent progress and reviews final work products to ensure that high quality professional standards are met.
- Represents the Department as technical lead in resource management forums with the shellfish and seaweed aquaculture industries, Washington Treaty Tribes, NGOs, public aquaria and other educational institutions, other state natural resource agencies including Department of Agriculture and Department of Natural Resources; and at conferences; prioritizes strong relationship building and maintenance. Also interacts with the public and responds to inquiries.
- Supports management of the Washington Aquatic Invertebrate (Shellfish) Import Advisory Committee and coordinates and participates in meetings. Participates in other committees related to shellfish and seaweed aquaculture, and shellfish and seaweed health and biosecurity.

- Assesses political, social, and economic impacts of management alternatives of state, national, and international significance pertaining to shellfish and seaweed disease issues.
- Maintains up to date knowledge and understanding of topics related to shellfish and seaweed disease, invasive species, shellfish and seaweed aquaculture and other industries engaged in importing or transferring shellfish and other activities connected to shellfish disease risks.
- Engages with Puget Sound Shellfish Unit, Coastal Shellfish Unit, WDFW Aquatic Invasive Species unit, Finfish Health unit, WDFW Enforcement, and WDFW Licensing on matters related to shellfish and seaweed health and disease. Together with Puget Sound Shellfish Policy Coordinator, engages with regulators in other states, especially the West Coast Commerce Region, and the federal government.
- Manages statewide shellfish disease control budget.
- Improves program efficiency and works towards modernizing data management and workflow.
- Ensures 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.

Oversees shellfish and seaweed permitting intended to manage risks associated with movement of shellfish, including disease and genetic risk. Tasks include:

- Maintains and enhances shellfish and seaweed permitting and other tools aimed at disease and pest risk management—including development and maintenance of standards and conditions; overseeing review of permit applications and the permitting process to meet the needs of the state, the agency, and stakeholders; engages with stakeholders.
- Oversees an active facility and site inspection program. Oversees and performs permitting and compliance field work including, but not limited to inspecting and touring hatcheries, nurseries, shell stockpiles, farms, equipment, and other shellfish aquaculture facilities; seafood wet storage sites; public and private laboratory facilities; and educational and display facilities.
- Coordinates with WDFW and federal enforcement as needed.
- Ensures thorough management of all files and data related to shellfish permitting and develops/maintains databases.
- Oversees development of education, outreach, and awareness strategies and tools; and together with Puget Sound Shellfish Policy Coordinator, supports development of policies aimed at shellfish health concerns.
- Ensures website(s) is maintained and informative.

Oversees shellfish and seaweed disease surveillance and response actions. Tasks include:

- Designs, directs, and participates in field work intended to ensure monitoring of shellfish and seaweed health concerns—including surveys to evaluate and understand pest and pathogen status of marine waters, beaches, and facilities.
- Designs and conducts shellfish health event response activities and recommendations.
- Coordinates with health professionals in conducting laboratory analysis of samples. Also coordinates with sister agencies, industry, tribes, outside shellfish health professionals or researchers, and other stakeholders.
- Develops and maintains shellfish disease emergency response plans as well as other disease and pest-related management plans.
- Oversees management of data related to survey, monitoring, and response work and develops/maintains databases and data standards.
- Supports or conducts research related to shellfish or seaweed disease or pest issues.

Oversees agency's Aquatic Farm program for shellfish and seaweed aquaculture. Tasks include:

- Works with WDFW Licensing in overseeing management of shellfish and seaweed aquatic farm requirements and projects intended to advance development of and compliance with this program.
- Provides or oversees technical support related to the agency's Aquaculture Production Reporting portal.

- Oversees GIS and related database and other tool development to manage shellfish and seaweed Aquatic Farm program.
- With Puget Sound Shellfish Policy Coordinator, WDFW Licensing, and the agency's Finfish Health Program, pursues a comprehensive update of the Aquatic Farm program.

WORKING CONDITIONS:

- **Work Setting, including hazards:**
 - Work occurs in an office setting and in the field. Fieldwork can include working on beaches, aboard vessels in marine waters, and at hatchery, nursery, laboratory, and other indoor or outdoor facilities.
- **Schedule:**
 - Office work is Monday – Friday, 40 hours per week. Fieldwork hours are more variable and may include weekends or holidays, sometimes exceeding 40 hours per week.
 - Schedule flexibility is required.
- **Travel Requirements:**
 - Regular and ongoing fieldwork and travel for meetings, workshops, and conferences will consist of both day trips and occasional overnight stays around the state and occasionally out of state.
 - Occasional overnight travel up to five days at a time may be required in remote locations.
- **Tools and Equipment:**
 - Motor vehicles, outboard skiffs, boat trailers, scientific measuring instruments, hand and power tools, electronic tablets, cell phone, office equipment, microscopes and other laboratory and sampling equipment.
 - Expected to operate personal computers at an expert skill level. Ability to use handheld compass and GPS in a field setting.
- **Customer Interactions:**
 - This position interacts with the shellfish aquaculture industry, public aquaria and other educational institutions and organizations, tribal co-managers, sister agencies, commercial fishing and seafood industries, the public, and staff from other entities to meet program objectives.

QUALIFICATIONS:

Note: Closely related qualifying experience may be substituted for the required education on a year-by-year basis.

REQUIRED QUALIFICATIONS:

- A Bachelor's degree in fisheries, wildlife management, natural resource science, biology, zoology, or environmental science.

AND

- Five (5) years of professional experience in fish, wildlife. Or habitat management or research, wildlife management or research,

OR

- Four (4) years as a Fish & Wildlife Biologist 3.

Note: A Master's degree in the applicable science will substitute for one (1) year of the required experience. A Ph.D. in the applicable science will substitute for two (2) years of the required experience.

Experience in:

- Working with shellfish.
- Experimental design.

- Engaging in sometimes contentious natural resource management interactions and in sometimes challenging field conditions.
- Data analysis, summarization, and presentation.
- Experience conducting and summarizing literature reviews.
- Working with natural resource stakeholders.
- Pathogens and pest issues of aquatic organisms or methods of disease control.

Ability to:

- Communicate clearly and concisely orally and in writing on both technical and non-technical levels.
- Apply laws and departmental rules and regulations to problems of disease control.

Licenses:

- Valid Driver's License.

PREFERRED QUALIFICATIONS:

- Master's or Doctoral degree with an emphasis in aquatic animal health, disease/pathology, invasive species management, aquaculture, or policy related to any of the above.
- Spanish language proficiency.

Experience in:

- Developing and managing databases, with Geographic Information Systems, and basic website editing.
- Developing information products or otherwise educating stakeholders on natural resource issues.
- Preparing grant proposals and budgets.
- Modern research procedures including bio-statistical methodology.
- Computer use and programming in database management and statistical software.
- Operating according to and contributing to the development of policies and rules (regulatory experience).

Familiarity with:

- The marine ecosystems of the Pacific Northwest.
- Shellfish aquaculture and associated production systems, especially in Washington.
- Water treatment systems used to manage animal health and biosecurity in hatchery, aquarium, and other aquatic animal husbandry facilities.

CONDITION OF EMPLOYMENT:

As a result of Gov. Jay Inslee's [Proclamation 21-14 \(Download PDF reader\)](#) issued on August 9, 2021, all Washington State Agencies are requiring **employees to be fully vaccinated with the COVID-19 vaccine** as a condition of your employment. Pursuant to this mandate, you will be required to provide proof of vaccination as a part of the hiring process. Please do not upload your vaccination documentation with your application materials - your vaccination status will be verified by your supervisor prior to your first day of work. Exemptions may be granted for religious or medical purposes.

A list of acceptable documents to provide verification can be reviewed here. [Vaccination acceptable documents link \(Download PDF reader\)](#)

SUPPLEMENTAL INFORMATION:

Please note: Failure to follow the instructions below may lead to disqualification.

In order to successfully 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 of this position (Generic cover letter will not be accepted).
- **A current resume.**
- **Three professional references.**
- **A writing sample** of technical writing or research, ideally describing original research or summarizing a complex question or issue.

IMPORTANT NOTES:

The Department of Fish and Wildlife's priority during the Covid-19 health crisis is to keep our staff, candidates, and the public safe. We are hiring and encourage you to apply to open positions. We have transitioned to a virtual recruitment process, to include web-based interviews.

All new employees must complete an Employment Eligibility Verification Form (I-9 Form) on their first day of work. If hired for this or any position at WDFW, you will be required to provide documentation proving you are eligible to work in the United States. For a list of acceptable documents, please use the following link: <https://www.uscis.gov/i-9-central/form-i-9-acceptable-documents>

JOIN THE WDFW TEAM:

Learn about our [agency](#) and the [perks](#) of working for WDFW!

The Washington 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. We value demonstrated skill in living WDFW values of Accountability, Service, Professionalism, Integrity, Respect, and Empathy (ASPIRE).

WDFW employees may be eligible for the following:

Medical/Dental/Vision for employee & dependent(s), Public Employees Retirement System (PERS), Vacation, Sick, and other Leave*, 11 Paid Holidays per year*, Public Service Loan Forgiveness, Tuition Waiver, Long Term Disability & Life Insurance, Deferred Compensation Programs, Dependent Care Assistance Program (DCAP), Flexible Spending Arrangement (FSA), Employee Assistance Program, Commute Trip Reduction Incentives (Download PDF reader), Combined Fund Drive, SmartHealth.

UNION - WAFWP:

This position is in the bargaining unit represented by the Washington Association of Fish & Wildlife Professionals and is subject to the terms of the Collective Bargaining Agreement between the State of Washington, Department of Fish & Wildlife, and the Washington Association of Fish & Wildlife Professionals.



Diversity, Equity, and Inclusion Employer

VETERAN PREFERENCE NOTICE:

To take advantage of veteran preference, please do the following:

- Email a copy of your DD214 (Member 4 copy), NGB 22 or USDVA signed verification of service letter to RecruitmentTeam@dfw.wa.gov.
- Subject line should include recruitment number, position, and Vet (for example: #10155 Biologist 1 – Veteran)
- Include your name as it appears on your application in careers.wa.gov.

MILITARY SPOUSE PREFERENCE NOTICE:

To take advantage of military spouse preference, please do the following:

- Notify us of your military spouse status by email at RecruitmentTeam@dfw.wa.gov.
- Subject line should include recruitment number, position, and MS (for example: #10155 Biologist 1 – MS)
- Include your name as it appears on your application in careers.wa.gov.

Note: Please blackout any PII (personally identifiable information) data such as social security numbers. For further information, please contact us at RecruitmentTeam@dfw.wa.gov.

As part of WDFW's efforts to advance respectful and inclusive work environments, the Agency expects inclusivity as part of our professional interactions and communications. Therefore, we want to ensure that all individuals feel welcome, are treated fairly and respectfully. All staff are empowered to fully contribute to serving their work unit, Agency, and the citizens of Washington.

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.

If you are having technical difficulties creating, accessing, or completing your application, please call NEOGOV toll-free at (855) 524-5627 or support@neogov.com.

**Images shown are Pre-COVID, WDFW Staff follow current COVID Safety Protocol including the use of face masks.*

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**Shellfish Disease Prevention Lead Biologist - Fish & Wildlife Biologist 4 - Permanent
*08650-22 Supplemental Questionnaire**

- * 1. Do you have a valid driver's license? Write "Yes" if you possess a valid driver's license, or write "No" if you do not possess a valid driver's license.
- * 2. Please select the option below that best describes your highest level of education.

- High School Diploma/GED
 - Some College
 - Associates Degree
 - Bachelor's Degree
 - Master's Degree
 - PhD.
 - None of the above.
3. What is your major area of study? If you possess multiple degrees, please list each degree and major.
- * 4. Please BRIEFLY describe where you gained your experience in fish, wildlife, or habitat management or research, wildlife management or wildlife research, or habitat management or habitat research. ("See Resume" is not a valid response. If you do not have this experience, put N/A).
- * 5. Please select the following option that best describes your professional experience in fish, wildlife, or habitat management or research, wildlife management or wildlife research, or habitat management or habitat research:
- Less than 4 years of this experience.
 - Between 4 and 5 years of this experience.
 - Between 5 and 6 years of this experience.
 - More than 6 years of this experience.
 - I do not have this experience.
- * 6. Do you have four (4) years of experience as a Fish & Wildlife Biologist 3?
- Yes No
- * 7. Please BRIEFLY describe where you gained your experience working with shellfish and your familiarity with the marine ecosystems of the Pacific Northwest. ("See Resume" is not a valid response. If you do not have this experience, put N/A).
- * 8. Do you have experience with aquatic animal health and disease or aquatic invasive species issues?
- Yes No
- * 9. Please BRIEFLY describe your experience in data analysis, summarization, and presentation and/or experience conducting and summarizing literature reviews. ("See Resume" is not a valid response. If you do not have this experience, put N/A).
- * 10. Are you proficient in Spanish?
- Yes No
- * 11. How did you hear about this job posting? (Select all that apply).
- Careers.wa.gov
 - Community Based Organization
 - Community/Technical College
 - El Informador
 - Facebook
 - Handshake

- Hiring Event/Workshop
- Indeed.com
- Job Board
- Job Fair
- LinkedIn
- Newspaper
- Other State Agency
- Other Website
- Professional Association
- Twitter
- University Job Board
- WDFW Employee
- WDFW Recruiter
- WDFW Website
- Word of Mouth
- WorkSource
- FourWsFishingTeam - LinkedIn
- Other

12. If you selected "other" please specify the information/person that led you to this job posting.

* 13. Are you currently a permanent employee of the Department of Fish and Wildlife? ("Permanent employee" means an employee who has attained permanent status in a job classification upon successful completion of a probationary, trial service, or transition review period; this would include "Seasonal Career" appointments).

Yes No

* Required Question