

**State of Washington
 Dept. of Fish and Wildlife
 invites applications for the position of:
 Shellfish & Seaweed Disease & Pest
 Prevention Biologist - F&W Biologist 2 -
 Permanent - *09178-22**



SALARY: \$3,987.00 - \$5,229.00 Monthly

OPENING DATE: 06/23/22

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

DESCRIPTION:



**FULL-TIME/PERMANENT
 SHELLFISH & SEAWEED DISEASE & PEST PREVENTION BIOLOGIST
 FISH & WILDLIFE BIOLOGIST 2 (BIO2)**

WDFW Fish Program
 Port Townsend, Washington - Jefferson County

Support and advance WDFW's role in managing shellfish disease and pest risk and biosecurity, protecting wild and cultivated shellfish stocks!

Serve as a primary point of contact for stakeholders, providing and reviewing information, preparing shellfish permits, organizing and conducting inspections and surveys.

Analyze, summarize, and manage data and develop and maintain website and educational content in the interest of managing shellfish disease and pest risk for the state of Washington!



Manila Clam Limit – Photo Credit: Rachel Blomker

With that in mind,

Picture yourself contributing to and developing information and educational products to support awareness of shellfish disease, pest, and biosecurity issues — including assisting in maintaining web page content, newsletters, signage, and other information products.

This is an opportunity to make an impact in protecting shellfish stocks through design of shellfish transfers, imports, and other permits related to the management of shellfish disease and pest risk using established procedures and standards.

You thrive on building collaboration and teamwork, engage with external stakeholders including the shellfish aquaculture industry, tribes, educational and research institutions, internal stakeholders, such as the WDFW Aquatic Invasive Species Unit, Fish Health Lab, the Coastal Shellfish Program, and the rest of the Puget Sound Shellfish Program.

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

DUTIES:



Olympia Oysters – Photo Credit: Doug Rogers

Our Shellfish & Seaweed Disease & Pest Prevention Biologist,

Shellfish and seaweed disease and pest prevention and control - permitting, data and information management, and support of education and engagement regarding shellfish disease and pest risk and management. Tasks include, but are not limited to:

- Manages incoming information and data related to permitting.
- Assists with development of protocols, methods, standards, and manuals.
- Directs engagement with the shellfish aquaculture and seafood industries, aquarium industry, educators, researchers, pet dealers, and other stakeholders related to the mission of managing shellfish disease risk.

Shellfish and seaweed disease and pest prevention and control field work. Tasks include, but are not limited to:

- With direction from supervisor, plans, organizes, and conducts inspections related to shellfish disease, pest, and predator control.
- Performs inspections of aquaculture, aquarium, research, seafood, educational, and other facilities related to the transfer or import of marine invertebrates and seaweeds –
- Surveys of beaches to evaluate harmful pest status and collecting samples to support disease and genetics surveys and analysis.

Support shellfish enhancement and other Puget Sound Shellfish Program fieldwork. Tasks include, but are not limited to:

- Supports planning, coordination, and conducting clam and oyster enhancement on public beaches—which may involve coordinating volunteers, ordering seed, retrieving seed, planting seed, evaluating sites, and developing reports.
- Assists with other program field work, including intertidal stock assessment surveys, crustacean test fishing, creel surveys and other cross-unit work, as needed.

WORKING CONDITIONS:

- **Work Setting, including hazards:**
 - Work occurs both in the field and in indoor environments.
 - Field work includes working outdoors in adverse weather, occasionally aboard or operating agency vessels in marine waters, lifting and carrying up to 60 lbs. of shell

bags, field equipment, coolers on a periodic and infrequent basis, including over rough terrain such as slippery rocks, sticky mud, and steep banks. Must be able to dig holes in rough terrain and perform extended stoop labor (up to 4 hours per day).

- Indoor work includes various aquaculture, seafood, and research facilities, laboratories, and an office setting.
- **Schedule:**
 - Monday through Friday, 40 hours per week.
 - Flexibility is required, including sometimes irregular workweeks, and end times, and occasional weekends to fulfill program needs.
- **Travel Requirements:**
 - Frequent in-state travel and infrequent overnight travel is required.
- **Tools and Equipment:**
 - Must be able to operate motor vehicles, outboard skiffs, boat trailers, scientific measuring instruments, hand and power tools and office equipment.
 - Expected to operate personal computers at a moderate to expert skill level.
- **Customer Interactions:**
 - Requires clearly and regularly communicating with customers and the public, especially as a regulator.

QUALIFICATIONS:

REQUIRED QUALIFICATIONS:

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

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

And

- One (1) year of professional experience in fish/wildlife/habitat management or research.

Please Note:

- A Master's degree in science may be substituted for one (1) year of required experience.
- A PhD may be substituted for two (2) years of required experience.
- Equivalent education/experience

PREFERRED QUALIFICATIONS:

Experience:

- Interacting with stakeholders as a regulator in a natural resource management setting.
- Interacting with the shellfish aquaculture industry.
- Demonstrated experience conducting sometimes strenuous biological field work and data collection in challenging conditions.
- Working on-board vessels in marine waters; experience towing, deploying, and operating small vessels safely.
- Using a handheld compass and GPS in a field setting and in using and manipulating maps in a variety of formats.
- Utilizing scientific survey methods in a natural resource setting.
- With data collection and management.

Knowledge and Skills:

- Knowledge of shellfish biology and shellfish disease ecology.
- Willingness to travel.

- Proficiency with Geographic Information Systems in the management, presentation, and analysis of data and the production of high-quality maps.
- Skills in using and maintaining and/or developing databases.
- Proficiency in basic website content management (via Drupal).
- Creativity and skills or experience in developing information products designed to educate and inform a variety of audiences.
- Spanish language proficiency.
- Strong writing skills.

Familiarity with:

- Geography and ecology of Puget Sound and the Washington coast.
- Familiarity with invasive species management.

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.**

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 & Seaweed Disease & Pest Prevention Biologist - F&W Biologist 2 - Permanent - *09178-22 Supplemental Questionnaire

- * 1. Do you have a valid driver's license? Write "Yes" if you have a valid driver's license, or write "No" if you do not have 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 select the option below that best describes your professional experience in fish/wildlife/habitat management or research.
 - Less than 1 year of experience.
 - 1 year - 5 years of experience.
 - 5 of more years of experience.

- * 5. Please BRIEFLY describe your professional experience in fish/wildlife/habitat management or research. ("See Resume" is not a valid response, if you do not have this experience, put N/A).

- * 6. Please BRIEFLY describe your experience in interacting with stakeholders as a regulator in a natural resource management setting - include your experience interacting with the shellfish aquaculture industry or similar industries. ("See Resume" is not a valid response, if you do not have this experience, put N/A).

- * 7. Please BRIEFLY describe your knowledge of shellfish biology, shellfish disease ecology, and your familiarity with invasive species management. ("See Resume" is not a valid response, if you do not have this experience, put N/A).

- * 8. Do you have experience in developing information products designed to educate and inform a variety of audiences?
 Yes No

- * 9. Do you have experience collecting and managing data and maintaining or developing databases?
 Yes No

- * 10. This position requires field work which includes working outdoors in inclement weather, working aboard agency vessels in marine waters, operating vessels in marine waters, working in uneven, slippery, muddy, rough terrain, digging holes, manual labor, infrequently carrying 60 lbs. Can you perform these functions with or without accommodation?
 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