

From: [Galvan, Jodie](#)
To: [Galvan, Jodie](#)
Subject: Emailing: Job Bulletin
Date: Tuesday, June 30, 2015 10:17:57 AM

State of Washington
Dept. of Fish and Wildlife
invites applications for the position of:
Permanent Natural Resource Scientist 4
*** 10763-14**

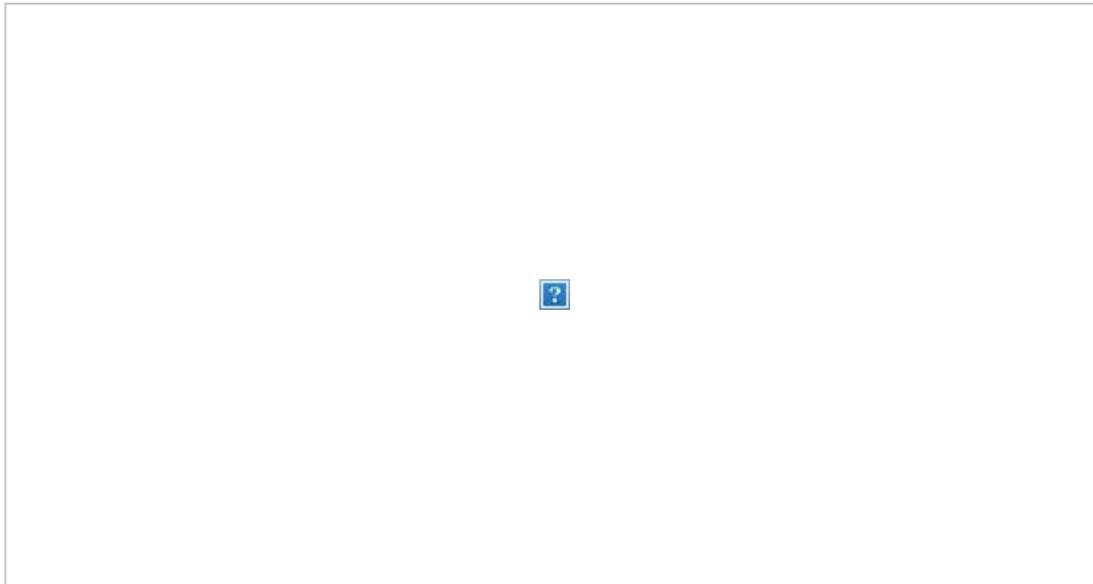


SALARY: \$4,770.00 - \$6,257.00 Monthly

OPENING DATE: 11/06/14

CLOSING DATE: Continuous

DESCRIPTION:



The Washington Department of Fish and Wildlife (WDFW) is dedicated to protecting native fish and wildlife, and providing sustainable fishing, hunting and wildlife viewing opportunities for millions of residents and visitors. Working throughout the state, WDFW's employees—field biologists, enforcement officers, land stewards, lab technicians, customer service representatives and others—manage hundreds of fish and wildlife species, maintain nearly a million acres of public wildlife lands, provide opportunities for recreational and commercial fishing, wildlife viewing and hunting, protect and restore habitat and enforce laws that protect fish and wildlife resources.

Applications will be reviewed and interviews held as qualified applicants are identified, and the position may be filled and the recruitment closed. Therefore, you are encouraged to submit your application materials as soon as possible.

This is a full-time permanent Natural Resource Scientist 4 position in the Fish Program, Region 6 and the duty station is the Region 6 Office located at 48 Devonshire Rd, Montesano, WA 98563.

This position is a senior-level professional and agency expert planning and managing

fisheries in Region 6; and developing, maintaining, evaluating, and implementing forecast, in-season update, and fishery regulation computer modeling applications and analysis with high risk/high impact to coastal management of anadromous (salmon) resources and fisheries.

This position is a principle operator of sophisticated computer simulation models that : **a)** estimate fishery impacts on wild and hatchery Chinook, chum, and coho salmon populations in marine and freshwater fisheries; **b)** forecast returning adult abundance; and **c)** estimate in-season abundance of adult salmon. These computer models have a high degree of technical complexity, and expertise required to operate these models with. Products from the performance of this position's duties are required components of State-Tribal agreed fishing plans that must demonstrate compliance with legal obligations of Treaty-secured Indian fishing rights and state policies and relevant state and federal laws

DUTIES:

This position supervises and administratively oversees management activities within the regional structure; this includes the four (4) management districts which comprise the region and two (2) work units with regional responsibility for warmwater fisheries and coastal shellfish. Fish Management Division staff under supervisor responsibility include: Fish and Wildlife Biologist 4's, 3's, 2's, Scientific Technicians 4s, 3s, 2s, 1s.

This position supervises and directs all aspects of fish management activities within the region for the purpose of achieving conservation and fishery enhancement/management objectives. The responsibility includes the supervision of staff activities involving multiple fish and shellfish species that have very diverse environmental needs. This position is located in Region 6, Fish Program.

Plan Commercial and Recreational Fisheries

Tasks include:

Working closely with Executive members of WDFW management and key external stakeholders, represent the agency at public and/or professional meetings as assigned, including the North of Cape Falcon salmon season setting process, fisheries policy development, and regulation hearings. Negotiate and build consensus among multi-jurisdictional colleagues and constituents regarding harvest, conservation plans, and technical aspects of resource impact assessment. Provide technical assistance and advice to members of the agency administration and the public on salmon management. Respond to public, media and industry inquiries, both in writing and verbal forms, concerning salmon and steelhead management issues. Establish and maintain effective working relationships with Pacific Marine Fisheries Council staff, tribal staff and policy representatives, Federal natural resource agency staff, and recreational and commercial fishing representatives and stakeholder.

Manage Commercial and Recreational Fisheries

Tasks include:

Sample, track, analyze, and report the recreational and commercial catch and by-catch to estimate and minimize impacts to non-target fish and wildlife, and manage fisheries to achieve management objectives. Analyze in-season commercial and recreational salmon and steelhead catch and effort data, interpret historical catch and effort data, and evaluate catch and effort projection models. Determine the status of salmon and steelhead stocks using the combination of pre-season forecasts, escapement requirements and/or management objectives, and in-season information and their effects on current escapement status. Formulate in-season commercial fishery management recommendations designed

to achieve full harvest of the all-citizen catch allocation share consistent with resource conservation needs, biological principles, and agency policies. Present in-season proposals to the Regional Fish Program Manager and assist the program manager in the presentation and justification of them to administrative staff as needed. Write reports on fishery research and performance. Negotiates, plans and works collaboratively with Executive management and key external stakeholders in development and implementation of fisheries plans.

Analytical and computer modeling support

Tasks include:

Provide analytical and computer modeling support for fishery management and planning decisions year-round. This responsibility includes computer analysis activities performed during intensive planning processes, e.g., during North of Falcon and Pacific Fishery Management Council meetings, as well as preparations for computer model analysis prior to this intensive work period.

This activity includes:

- Designing, coding and testing complex and unique computer model code. The principal modeling software are models written in Excel and that will be converted to new programming language. This position runs the models, as well as error checks and updates code, and re-writes section of the model as needed.
- Revising biological or fishery input for the data for the models
- Finding, evaluating and addressing model shortcomings and biases
- Conducting analysis of fishery or fish data that are the basis of recommendations made to state-tribal or inter-governmental scientific committees or policy decision-makers for model improvements.

Evaluation and improvement of goals and assessment methods

Tasks include:

- Conducts analysis of escapement goals and population assessments data and methods for anadromous fish stock including: Spawner escapements, age/growth, harvest and total run size information.
- Identifies, evaluates, and addresses shortcomings and biases.
- Recommends changes to goals or assessment methods to improve performance.

Leadership and Management

Tasks include:

Lead, plan, train, and supervise the work performed by regional staff. Ensure appropriate, safe, and optimum use of the organization's resources and enhance the effectiveness of employees through timely appraisal and professional development opportunities. Support effective communications throughout the organization. Maintain the highest standard of personal/professional and ethical conduct and support the State's goals for a diverse workforce.

Essential elements include:

- Collaborates on development of Hatchery Reform and conservation.
- Assures staff understanding of regional population/production goals as outlined in the recovery plans, resource.
- Develops and manage budget for all program activities and facilities used by the fish management staff in the region.
- Coordinates and interact internally with staff from Fish Program (Science, Fish Management, Hatcheries), Director's Office, and Region for strategic work planning that reflects an understanding and consideration for key issues and needs of

constituents to meet emerging trends.

Other duties as assigned

Working Condition

Work schedule typically is 8-5 Monday – Friday, and work performed in an office environment. Office work includes extended work with personal computers. Requires periodic and occasionally intensive work outside the normal schedule. Multi-day, overnight travel is required annually as part of the pre-season (North of Falcon/Pacific Fishery Management Council) planning and negotiation team; approximately 10 days per year. Other travel is required on an occasional and sporadic basis.

Field work can vary from 10% to 60% of work time depending on the season. Field work includes travel to and from field sites, performing measurements in extreme weather conditions, and walking over rough terrain while carrying up to 30 pounds of equipment. Field work is conducted on foot in wadeable streams where slippery rocks, sticky mud, and steep banks are often encountered.

QUALIFICATIONS:

A Bachelor's degree with a major study in Fisheries, Natural Resources Science or related field and a minimum of six years of professional work experience in Fish Management. (A Master's degree will substitute for two years and a Ph.D. degree will substitute for all of the required experience, provided the field of study is in Fish Management).

Job Knowledge:

Knowledge of program management, budget development and administration, strategic planning, development of cooperative relationships with regional office staff and other agencies, principles of negotiating, conflict resolution oral presentations, deep understanding of natural resource management issues, state statutes including those directly related to state natural resource agencies, and the Administrative Procedures Act.

Technical Skills:

Strong technical & scientific knowledge of biological and quantitative methods for analysis of interactions between fisheries and fish populations.

Position needs the knowledge and command of Visual Basic, VBA, Excel and Access.

Proficient with computer programming, data base management and statistical methods applied to technical problem solving such as risk assessment and determination of the statistical significance of effects or outcomes of management actions.

Familiarity with salmon and steelhead life histories

Knowledge of commercial and sport fishing regulations, methods, and gear.

Other skills and abilities

Skills to communicate effectively when presenting complex information, technical, and public audiences.

Ability to work independently and make critical decisions in a timely fashion.

Work effectively with professional and public groups to achieve agency and division

objectives.

Advance computer, data processing, analysis, and analytical skills, across multiple hardware and software environments.

Expertise in the following:

- Treaty Case Law in Washington State,
- Salmonid Life History,
- Fishery Management Principles,
- Commercial and Recreational Fisheries
- Biometric/Statistical Analysis
- Negotiating/Developing State/Tribal fishery agreements
- Boat Operation (boating safety, marine electronics, etc)

Experience is based on full time equivalency (i.e., 40 or more hours/week). Part time work is prorated (e.g., 20 hours/week for 6 years = 3 years of experience). Do not count experience that was a part of your educational requirements.

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 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

* 1. Have you ever been convicted of a misdemeanor or felony within the last ten (10) years?

Yes No

* 2. 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

* Required Question