



## JOB ANNOUNCEMENT

**JOB TITLE:** Field Biologist  
**DEPARTMENT:** Upper Skagit Indian Tribe (USIT) – Resources  
**SUPERVISOR:** Fisheries Scientist  
**CLASSIFICATION:** Services  
**HOURS:** Full time  
**PAY RANGE:** DOQ (depends on qualifications)  
**FILING DEADLINE:** Open until filled

**GENERAL DESCRIPTION (summary may not include all duties):**

The primary responsibility of the field biologist, in cooperation with the Field Operations Supervisor, will be to oversee and conduct the collection of field and technical information in support of the Natural Resources Department programs, consistent with established protocols and quality controls. For field activities, the Field Biologist will utilize a number of fish collection and sampling techniques including but not limited to: backpack electrofishing, fixed and mobile PIT telemetry, screw traps, gill nets and tangle nets, trawls, SONAR, and ultrasound. Fish handling and sampling will include measurement of fish lengths/weights, scale, genetic, and otolith collection, and PIT (and other) tagging techniques. The Field Biologist will also conduct and assist with aquatic habitat and escapement surveys, salmon harvest monitoring (harvest monitoring, test fishing) and shellfish monitoring and collection. The position requires an individual who has demonstrated working experience with Microsoft Office software and can efficiently enter, validate, and summarize data in a variety of formats and user interfaces. In addition, the Field Biologist will support other departmental activities as needed that may include: intertidal invertebrate surveys, flow and water quality monitoring, beaver management, and the harvest and disbursement of fish, shellfish, and wildlife for the tribal community.

**APPLICATION INSTRUCTIONS:**

Please submit letter of interest, resume, transcripts and/or diploma for relevant education, and completed tribal employment application (see below) to [hr@upperskagit.com](mailto:hr@upperskagit.com) with the subject line “**Field Biologist**”, or mail “Attn: HR Recruiter” at Upper Skagit Indian Tribe, 25944 Community Plaza Way, Sedro-Woolley, WA 98284, or hand-deliver to reception at the above address, Monday-Friday, 8 am – 4:30 pm. Applications can be downloaded from the Tribe’s website: <https://upperskagittribe-nnsn.gov/content/Employment-Application-USIT-fillable.pdf>.

**Applicant must meet minimum qualifications to be considered.**

## MINIMUM QUALIFICATIONS:

1. B.S. or B.A. degree from an accredited college or university in Fisheries, Biology, or Environmental Sciences; plus 2 years related work experience in Fisheries. Please include transcripts and/or diplomas for any degrees earned.
2. Demonstrated experience working with and maintaining fish sampling equipment including but not limited to; small boats, backpack electrofishers, screw traps and seine, fyke, and gill nets.
3. Working knowledge of Pacific Northwest Salmon and Steelhead life histories and general ecology.
4. Demonstrated ability to identify Salmon to species and their life history stages (fry/parr to adult) and identify other common fishes found in Pacific Northwest freshwaters to Genus.
5. Must be able to bend, reach, kneel, twist and grab items while working in the field . Must be willing and able to work non-traditional schedules, including nights, weekends and holidays. Willingness to work in the field environments under a variety of climate conditions.
6. Must be able to carry 50lbs. over backcountry terrain up to 6 miles in a day.
7. Have work-related experience in stream and river environments and have demonstrated capacity to travel by foot to cross and/or work in wadable streams.
8. Ability to work from a boat in the river or on reservoirs/lakes and the marine waters relevant to tribal fisheries. Boat operation experience preferred.
9. Have working knowledge of word processing, spreadsheet, and database (preferred: MS Word, Excel, MS Access), including using basic functions including graphing and summary statistics.
10. Must be able to follow directions, have attention to detail, and work collaboratively with NRD staff as well as independently in the field.
11. Must be able to clearly communicate information verbally and in written form in clear, concise, and professional manner.
12. Must be able to maintain confidentiality of information and be willing to sign a confidentiality/non-disclosure agreement.
13. Must be respectful and sensitive to the values and culture of the Upper Skagit Indian Tribe.
14. Must maintain and carry current, valid unrestricted Washington Driver License including unrestricted liability insurance and be insurable under the Tribe's insurance policy.
15. Must be able to pass a pre-employment drug test and comply with the Tribe's Substance Abuse Policy including random drug screening.
16. Must pass a criminal background check.

**The Upper Skagit Indian Tribe has the right to change this description at any time. This position is subject to the Preference Policy of the Upper Skagit Indian Tribe. The statements contained herein provided general details as necessary to describe the principal function of the job, the level of knowledge, and skill typically required, and the scope of responsibility. However, these should not be considered an all-inclusive list of work requirements. Individuals may perform other duties as assigned including work in functional equivalent areas to cover absences or relief, to equalize peak work periods, or otherwise balance the work load. This is an at-will position.**