



JOB ANNOUNCEMENT

JOB TITLE: Stock Assessment Biologist
DEPARTMENT: Natural Resources Department (NRD)
SUPERVISOR: Natural Resources Department Manager
CLASSIFICATION: Salaried exempt
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 Stock Assessment Biologist shall be to use existing, or design as needed, and implement fishery related research and monitoring programs/studies aimed at improving stock population forecasting, in-season management, and spawner escapement analysis in conjunction with other Natural Resources Department and Policy staff as well as coordinate with appropriate comanagers. Investigations and studies shall be conducted using acceptable scientific protocols to ensure validity of estimates and coordinate in-season assessments of various metrics of Pacific anadromous salmonids with appropriate comanagers. This position will work with the Harvest Management Biologist and Policy Managers in providing review and development of preseason forecasting and information necessary to manage fisheries in-season. The Stock Assessment Biologist will assist other NRD biologists in field data collections, data assessments, and analysis for the management of all Treaty Fishery Resources. In addition, this position will also assist the NRD in the technical administration of grants, including developing proposals, implementing work plans, completing progress reports, coordinating and disseminating outputs from grants, and monitoring grant progress and budgets..

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 with the subject line “**Stock Assessment 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-nsn.gov/content/Employment-Application-USIT-fillable.pdf>.

Applicant must meet minimum qualifications to be considered.

MINIMUM QUALIFICATIONS:

1. MSc in Fisheries Science or closely related field with 3 years pertinent salmon assessment and management work experience in fisheries management or stock assessment programs or B.A or B.S. in Fisheries Science or closely related field with 6 years pertinent work experience assisting in comparable West coast salmon fisheries management. Please include transcripts and/or diplomas for any degrees earned.
2. Working knowledge of Pacific Northwest Salmon and Steelhead life histories and general ecology.
3. Working knowledge of current fisheries stock assessment techniques, experience collecting and managing fisheries data. Demonstrated experience working with fishery sampling equipment including but not limited to; electrofishing, screw traps, seine, fyke, and gill nets. Experience working with instream PIT antenna systems and operating small boats in river environments is preferred, but not required.
4. Pertinent experience with statistical and other quantitative and or analytical methods used to monitor and assess fisheries abundance and trends. Examples include life-cycle and population modeling, run size forecasting, mark-recapture modeling, and multivariate approaches and nonparametric approaches.
5. Proficient in use of current software and data programs for managing existing data in support of stock assessment, data capture and analysis. Experience in development of new databases/spreadsheets preferred, (e.g. experience in R, MS Access and Excel).
6. Skill in development and assessment of population and assessment models for working in conjunction with comanagers in preseason forecasting and population modeling and assessment.
7. Must have demonstrated teamwork and leadership skills in both office and field situations as well as effective listening and communication skills, with the ability to communicate technical matters clearly and concisely. Must have excellent technical writing skills.
8. Demonstrated understanding and knowledge of US vs. WA and/or US vs. OR tribal - state fishery management issues and management practices.
9. Experience preparing applications to funding sources and grants for the development and maintenance of salmonid population monitoring programs. Including experience in executing awarded grants and funded requirements.
10. Must be detail-oriented and able to work independently with minimal supervision.
11. Must be able to bend, reach, kneel, twist and grab items while working in the field, and be able to lift 50 lbs. 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.
12. Must be willing to travel to and participate in required local and regional meetings.
13. Must be able to maintain confidentiality of information and be willing to sign a confidentiality/non-disclosure agreement.
14. Must be respectful and sensitive to the values and culture of the Upper Skagit Indian Tribe.
15. Must maintain and carry current, valid unrestricted Washington Driver License including unrestricted liability insurance and be insurable under the Tribe's insurance policy.

16. Must be able to pass a pre-employment drug test and comply with the Tribe's Substance Abuse Policy including random drug screening.
17. 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.