



Job Announcement

JOB TITLE:	Fisheries Scientist
DEPARTMENT:	Upper Skagit Indian Tribe (USIT) – Natural Resources Department
IMMEDIATE SUPERVISOR:	
Policy:	Natural Resources Policy Coordinator
Programmatic/Administrative:	Fisheries Manager
CLASSIFICATION:	Salary Exempt
HOURS:	Full Time
PAY RANGE:	DOQ (Depends on Qualifications)
FILING DEADLINE:	OPEN UNTIL FILLED

GENERAL DESCRIPTION: The Fisheries Scientist serves as a staff scientist for Upper Skagit Indian Tribe’s Natural Resources Department (NRD), and performs such duties as defined by the Tribe’s Fisheries Manager and/or Natural Resources Policy Coordinator. The Fisheries Scientist assists with the NRD’s research activities and will develop and refine analytical tools for informing fisheries management. He/she will prepare grants to support ongoing and new monitoring/research programs, and develops or assists NRD in planning and designing monitoring programs, that aid in the protection, enhancement of Treaty Fishing Rights. The Fisheries Scientist will produce or review population analyses for Skagit specific fisheries and develop analyses required for managing fisheries under the Endangered Species Act. She/he will be a technical representative for Upper Skagit Indian Tribe on assigned scientific and planning committees or work groups.

APPLICATION INSTRUCTIONS:

Please submit letter of interest, resume, and tribal employment application to hr@upperskagit.com with the subject line “Fisheries Scientist”, 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. Master of Science or Doctoral degree from an accredited University in Fisheries Biology, Biology, Ecology, Environmental Science or related field. Five years of experience in fisheries or wildlife biology with experience in salmon and shellfish management.
2. Knowledge of current Northwest Washington wild salmonid stock management practices, with an understanding of Washington state Co-manager processes.
3. Knowledge of life history strategies and habitat requirements of anadromous fish species.

4. Knowledge of relevant environmental laws and procedures such as the Pacific Salmon Treaty, Endangered Species Act and Clean Water Act, and how they affect resources important to the Upper Skagit Indian Tribe.
5. Previous experience with statistical design and analysis, implementation of research and assessment studies, data validation and QA/QC, and any necessary database design.
6. Proficient with R or comparable statistical software packages required. Experience with occupancy, habitat modeling and quantitative population dynamics desired.
7. Use computers and programs including, but not limited to, Microsoft Office suite (Word, Outlook, Excel, PowerPoint, and Access) and ArcGIS 10.0 and public domain databases such as RMIS, WQX and climate data centers.
8. Experience managing fisheries or natural resources related projects, including personnel and budget management.
9. Strong technical writing skills with familiarity summarizing complex findings. Experience preparing manuscripts for publication a plus.
10. Must be able to bend, reach, kneel, twist and grab items while working in the field, and be able to lift 80 lbs.
11. 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 able to successfully resolve conflicts in the conduct of work activities with coworkers and stakeholders.
13. Must be able to maintain confidentiality of information received orally or in document handling. Willing to sign a confidentiality/non-disclosure agreement. Must be respectful and sensitive to the values and culture of the Upper Skagit Indian Tribe.
14. Must be able to pass a pre-employment drug test and comply with the Drug Free Workplace Act.
15. Must possess valid Washington State driver's license and be insurable.
16. Must pass a background check including a criminal background check.