



Job Title: Fisheries Biologist
Department: Natural Resources Office (NRO)
Reports to: Senior Fisheries Biologist
FLSA Status: Non Exempt – Full Time
Salary Grade: \$28.73 - \$39.23
Location: Coos Bay, Oregon

This position is a covered position as defined in the Coquille Indian Tribe Chapter 185 Child Protection Ordinance.

Candidate must pass a pre-employment drug screen and Criminal and Character Background Check.

SUMMARY OF MAJOR FUNCTIONS

Under the direct supervision of the Senior Fisheries Biologist, the Fisheries Biologist will: be responsible for supporting the development and implementation of the Tribe's fisheries management program and projects; including providing technical assistance in support of achieving project objectives and goals; lead work related to invasive predator removal, broodstock collection, habitat restoration, and education; assist with the coordination of the Tribe's fisheries propagation programs; participate on fisheries planning, restoration and review teams; conduct fisheries and aquatic habitat related surveys; attend relevant watershed planning meetings; process fish and wildlife data into useable formats; assist the Senior Fisheries Biologist and NRO leadership on the development of watershed restoration proposals.

ESSENTIAL DUTIES AND RESPONSIBILITIES

1. Supervise and train fisheries technicians and volunteers in salmonid broodstock collection; including fish species and sex identification, health, safety, and correct handling techniques; transportation of collected broodstock to holding facilities.
2. Supervise and train fisheries technicians and volunteers in electrofishing for the removal of invasive predatory fishes (bass species), this includes both operation of a boat electrofishing vessel and backpack electrofishing.
3. As directed by the Senior Fisheries Biologist, develop and implement long term strategy and plan to address fall Chinook salmon population issues in the Coquille River, and restoring abundance of all native salmonids throughout the Tribe's co-management area.
4. Participate on fisheries planning, restoration and review teams and attend relevant watershed planning meetings.
5. Operate specialized equipment in a manner that is consistent with safe work practices (e.g., safely operating a boat and electrofishing in a body of water).
6. Write and submit funding proposals to support program objectives and goals.
7. Assist the Biological Operations and Planning Manager on the development of watershed restoration proposals.
8. Work in variable weather and river conditions; variable and flexible schedules that may include 14-hour days during low-light conditions during any day of the week.
9. Process and input data into a useable format, utilizing existing report templates and database software.
10. Assist with the coordination of tribal fisheries propagation programs including fall Chinook acclimation,

inventory of returning adults, collection of brood, and other program development functions.

11. Provide fisheries expertise and specialist reports.
12. Organize and facilitate outreach efforts with schools, local communities, and partner organizations in support of Coquille river restoration projects.
13. Conduct aquatic surveys and input, analyze, and summarize the data. This includes adult salmonid surveys, juvenile surveys, fish presence/absence surveys and aquatic habitat surveys.
14. Collect and process GPS data.
15. Care for project equipment and maintain gear in good working condition, replace or repair equipment as needed.
16. May be requested to attend meetings on behalf of Natural Resources staff.
17. May be required to supervise and assist in the training of natural resources interns and seasonal natural resources employees.
18. Other duties as assigned.

The above statements reflect the general duties considered necessary to perform the principal functions of the job as identified and shall not be considered as a detailed description of all the work requirements that may be inherent in the job.

REQUIRED KNOWLEDGE, SKILLS, AND ABILITIES

Individuals must possess the following knowledge, skills and abilities or be able to explain and demonstrate that they can perform the essential functions of the job, with or without reasonable accommodation, using some other combination of skills and abilities.

1. Ability to make decisions independently in accordance with established policy and procedures.
2. Excellent oral and written communication skills with strengths in team building, and cooperative problem solving.
3. Strong working knowledge of broodstock collection, fish identification, safe handling and transportation techniques.
4. Knowledge of stream and river restoration management practices and methods.
5. Ability to successfully carry out all phases of grant administration including writing grant applications, developing, and tracking budgets, and grant reporting.
6. Ability to perform statistical analysis of fish data, interpret results and prepare recommendations about program objectives.
7. Ability to use judgment and discretion in carrying out instructions furnished in written, oral, or diagram form.
8. Ability to read and interpret maps, aerial photos, property descriptions, charts, diagrams and graphs.
9. Ability to read and understand technical documents and manuals, as well as the ability to write such documents for use by others.
10. Knowledge of GIS and GPS software and data collection.
11. Knowledge of cultural resources.
12. Ability to foster an inclusive workplace where diversity and individual differences are valued and leveraged to achieve the vision and mission of The Coquille Indian Tribe.
13. Be computer literate. Exhibit a level of computer literacy sufficient to use software such as word processing, spreadsheets, and databases to produce correspondence, documents, and reports.
14. Knowledge of Tribal, federal, regional, and state rules/regulations and processes.
15. Ability to maintain effective working relationships with outside governmental officials, administrative and granting agencies.
16. Ability to remain unbiased when working with diverse interests.
- 17.

PHYSICAL REQUIREMENTS

The ability to stand, sit or walk frequently. The ability to drive vehicles, with either standard or automatic transmissions, for several hours per day. The ability to walk several miles per day in-stream and/or uneven, hilly terrain. Ability to work outdoors in all temperatures, in inclement weather, in and around water for extended periods of time. The ability to use both hands for frequent fingering and occasional simple grasping. The ability to frequently carry up to and including 25 pounds of weight for distances of up to 2 miles in various weather conditions and across various surfaces. The ability to rarely carry over 25 pounds of weight for distances up to 50 feet in various weather conditions and across various surfaces. The ability to occasionally lift up to and including 50 pounds of weight between the floor and the waist. This weight will be constituted by the following items, but not limited to them: equipment, tools, nets, traps, etc. The ability to work around loud and constant noise continuously. The ability to tolerate required personal protective equipment such as safety boots, work gloves, safety glasses, ear protection, safety vests, hard hats and face shields. Must be able to swim, snorkel, and dive.

REQUIRED QUALIFICATIONS

1. A Bachelor of Science degree in fisheries or closely related biological sciences related field and three years of experience in fisheries and/or wildlife programs; OR
2. A minimum of five years of experience working in fisheries management programs with a demonstrated progression of expanding field and administrative skills and responsibilities over time.
3. Must be physically able to work outdoors under sometimes strenuous situations, and must be able to swim, snorkel, and dive.
4. Proficiency in writing technical reports and grant applications.
5. Experience in netting, handling and transporting adult salmonids.
6. Strong working knowledge of trailering, operating and maintenance of boats.
7. General knowledge of electrofishing techniques (boat or backpack) required. 100+ hours of verifiable experience operating electrofishing equipment desired.
8. Proven experience with Pacific Northwest fish; including salmonid species and warm water fishes (bass) and their lifecycle and habitat requirements.
9. Proficiency in the use of computer applications used for word processing, spreadsheets, and databases, including Word and Excel.
10. Experience and knowledge of federal and state regulations and policies applicable to management of Indian trust lands and natural resources a plus (i.e., those associated with the Environmental Protection Agency, Endangered Species Act, Oregon Forest Plan, National Environmental Policy Act, Northwest Forest Plan, National Historic Preservation Act, etc.)
11. General knowledge of Tribal governments, the concepts of Tribal sovereignty and federal trust responsibility and Tribal ordinances and policies affecting natural resources management a plus.
12. Current and valid Oregon driver's license in good standing with no insurability issues as determined by the Tribe's insurance carrier is required.
13. Current Oregon Boaters Education Card or the ability to obtain within two (2) weeks of hire.