



## Fisheries Research Project Assistant

The Coos Watershed Association (Association) is a 501(c3) nonprofit that was established in 1994 by a diverse group of stakeholders with a mission to support environmental integrity and economic stability within the Coos watershed by increasing community capacity to develop, test, promote, and implement management practices in the interests of watershed health. The Association is governed by a Board of Directors and managed by the Executive Director. To learn more about our work please visit our website: <http://www.cooswatershed.org>

The Association is seeking a qualified professional to join our dynamic team and fill the multi-faceted position of Fisheries Research Project Assistant. This is an at will, **0.875 [7/8] Full Time Equivalent**, hourly, non-exempt position with benefits. The Fisheries Research Project Assistant will work both in the field and office setting. The Coos Watershed Association is an Equal Employment Opportunity (EEO) provider.

The Fisheries Research Project Assistant is expected to work **35 hours a week**. This project is funded for 1 biennium. As per all positions at the Association, this position is 100% grant funded and the applicant will be expected to secure funding for any extension to this position.

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**Start Date:** March 2021

**Compensation:** \$15 - \$17/hour, depending on experience. Benefits include paid vacation, holidays, sick leave, retirement plan, and medical and dental insurance benefits.

**Supervision:**

The Fisheries Research Project Assistant works under the direction of the Fish Ecologist.

**Essential Functions**

The essential functions of this position require prioritizing and completing all assigned tasks in a timely and efficient manner, adjusting for changing priorities and availability of resources, and demonstrating initiative in identifying future project opportunities. These duties are a representative example of position expectations, actual duties assigned may vary and change depending on funding and Association needs

- Individual will work under direction of the CoosWA Fish Ecologist conducting and coordinating field research on coho salmon abundance, movement, size and growth in two tidally-influenced streams in the Coos River watershed.
- Primary tasks include seasonal fish sampling, surveys and RFID mark recapture research which require working under flexible seasonal, weekly and daily schedules
- Conduct and lead surveys of all life stages of ESA listed salmon according to established protocols and in coordination with other CoosWA and state and federal agency staff;
- Assist with design, construction, installation and maintenance of fixed and mobile RFID/PIT antenna arrays, remote solar power stations, Rotary Screw Traps (RST) and environmental sensors in challenging dynamic environments;

- Ability to identify and implement appropriate adjustments and modifications to traps (RSTs) for effectiveness in specific stream locations and conditions;
- Collect, enter and conduct QA/QC and preliminary analyses of biological and environmental data and datasets;
- Recruit, lead and schedule various interns (AmeriCorp, AFS Hutton, undergraduate and high school students) to assist with seasonal fish surveys and sampling efforts. Sustain the internship program by soliciting resources through grants and other opportunities;
- Ensure function and schedule deployment of seasonal survey, sampling and trapping equipment and supplies; Work with CoosWA technical staff to organize appropriate repair, storage and upgrades of sampling equipment (e.g., RSTs);
- Maintain positive community and landowner relationships within the Coos Watershed including agreements for access and strong positive relationships with the public, local residents, CoosWA staff, interns, and board members;
- Collaborate with Oregon State Universities Fish and Wildlife Dept. and US Forest Service Pacific NW Research Station in Corvallis, Oregon.
- Contribute to outreach activities as needed by providing updated information on projects. Actively participate in staff and other team meetings and participate in board activities as needed.
- Communicate respectfully and effectively with other staff, supervisors, board and partners. Maintain a team player mentality and pitch in as needed to help ensure all aspects of the Association's work is successful.
- Meet reporting deadlines.
- All other duties as assigned.

### **Required Qualifications:**

- Minimum 4-year degree in related natural resource field and 1 year directly related work experience OR
- Minimum 5 years of directly related work experience
- Working knowledge of Federal and State protocols for smolt trapping, and for habitat, snorkel, electro-fishing and spawning surveys;
- Working knowledge of federally ESA listed fish handling, sampling, marking and PIT tagging protocols and techniques;
- Ability to adjust to a variable work schedule based on project needs (i.e., early mornings, long hours, seasonal fluctuations, etc.) and ability to work in varied work environments and conditions (i.e. tides, cold temperatures, hot temperatures, windy, wet, dry, etc.)
- Capacity to work independently and as part of a team and assist with other program and staff projects;
- Capacity to make appropriate decisions and adjustments in the field, especially with regard to safety and in response to unpredictable field conditions;
- Ability to clearly communicate project planning, updates and issues with sampling operations, equipment function and safety issues;
- Ability to quickly identify, learn and adapt new techniques or methods;

- Ability to lift up to 40 pounds and carry required field equipment while walking across uneven terrain, and on wet, muddy, slippery, steep and/or unstable ground surfaces and hazardous stream substrates under a variety of seasonal weather and tidal conditions.
- Strong interpersonal skills necessary to develop, establish and maintain effective, professional, and collaborative relationships with staff, board, funders, and project partners
- Excellent proven abilities to communicate clearly both orally and in writing
- Excellent organizational and time management skills and ability to be productive in a collaborative work environment
- Ability to work independently, execute tasks and timelines, and manage multiple projects at the same time
- Ability to conduct short and long term planning for projects and workloads
- Ability to use MS Access, Word, Excel and ArcGIS
- Must be 18 years old or older and must have current driver's license, auto insurance and reliable vehicle to use for work purposes.

### **Preferred Qualifications:**

- Experience operating shop and field tools (e.g., drill press, skill and radial arm saws, grinders, hand drill, soldering tools, specialty hand tools, etc.);
- Aptitude for design, fabrication and adaptation of electronic and mechanical fish sampling and tagging tools and equipment
- Productive experience using ArcGIS and or R statistical software
- Experience working in tidal environments

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### **To Apply**

Submit as one document (pdf preferred) to the email below:

1. cover letter (include start date availability and availability for training March 1-5)
2. résumé
3. technical writing sample (grant, research paper etc.)
4. contact information for three references

[ehughes@cooswatershed.org](mailto:ehughes@cooswatershed.org)

Applications will be reviewed as they are received.

**Application Deadline:** Friday, February 26, 2021 by 2pm

**Interviews:** Interviews will be conducted on a rolling basis as applications are reviewed until an applicant is hired.