



Job Title: Fish Ecologist

Reports To: Executive Director

At-Will, Non-exempt Position

Starting wage rate: \$25-29/hour, depending on experience

Benefits: Benefits include paid vacation, holidays, sick leave, retirement plan, and medical and dental insurance.

Position Summary: The Fish Ecologist is responsible for managing and sustaining the life cycle monitoring program including data collection, compilation, analysis, and reporting. This position collaborates with staff and partners on a wide variety of projects to further the Association's missions through research, monitoring, and restoration planning.

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.

- Design, implement and manage two salmonid life cycle monitoring sites (includes mark and recapture methodology) on two lowlands, tide gated, tributary streams (Palouse and Willanch Creeks) to the Coos estuary and the associated staff, interns, and volunteers.
- Identify and implement complementary objectives and research that leverage the methods and data of the Life Cycle Monitoring project.
- In collaboration with the Association's Project Manager provide technical assistance in planning and monitoring tide gate replacement projects and other restoration projects. This may include providing pre-project information on site conditions, assisting in selecting restoration site design, providing information on tide gate operation, management, and fish passage variables as well as environmental variables such as temperature salinity and dissolved oxygen. These efforts include analysis of internal and external databases to identify and communicate the ecological net benefits of projects.
- Design and implement baseline referenced assessments and effectiveness monitoring of watershed restoration projects through the integration of various sources and databases: including aquatic habitat inventories, salmon spawning surveys, juvenile snorkel surveys, riparian vegetation, and stream temperature monitoring and other spatial analyses. Coordinate with agencies and other partners to facilitate and design query and data frame production for exploratory and higher-level analysis and modeling of project potential.
- Coordinate and lead other staff in GIS methods for mapping and higher-level spatial analysis. Prepare maps and conduct spatial analyses that can be shared with a wide range of partners and used in proposals, reports, and project decision-making.
- Integrate and analyze internal and external data sources (wetland, estuary, fish habitat, etc) and prepare information for grant proposals, presentations, and publication.
- Assist staff in the areas of tidal and stream hydrology, water quality monitoring, stream habitat surveys, fish survey sampling, and salvage.
- Contribute to local, state, and regional research projects and collaboratives as capacity allow that are in alignment with the goals of this position.
- Build and maintain collaborative relationships with landowners, community members, funders, agencies, and other partners.

- Develop project opportunities and identify and apply for funding to support this position and the Association's overall mission from a variety of sources. Manage associated grants and fees for service contracts.
- Actively participate in staff and other team meetings.
- Create an inclusive work environment that contributes to a positive workplace.
- Contribute to outreach activities as requested.
- Participate in board activities as requested by the Executive Director
- Communicate respectfully and effectively with other staff, supervisors, board members, and partners.
- Maintain a team player mentality and pitch in to ensure all aspects of the Association's work are successful
- All duties as assigned.

Minimum Qualifications: Any equivalent combination of education and experience which provides the knowledge, skills, and abilities required to perform the job. Education and coursework can substitute for years of experience. Typical qualifications would be:

Education:

- Master's degree in fisheries or related field with research and data management and analysis experience. The master's degree requirements may be substituted with a bachelor's degree and significant experience designing and leading natural resource monitoring programs.

Professional Experience:

- Five years of work experience in natural resources research surveying work, and conservation planning. Fisheries and Coastal natural resource experience are strongly preferred.
- Experience designing and implementing a natural resource-focused research project.
- The ability to manage complex projects with a variety of partners and meet deadlines is essential.
- Excellent written and verbal communication skills to use with a wide range of individuals (e.g. other staff, conservation partners, private landowners and farmers, volunteers, and local community members).
- Demonstrated experience with grant writing, writing scientific reports or papers, and writing for a general, non-science audience.
- Strong project management skills, including but not limited to setting and implementing effective goals and objectives, problem-solving, time management, contract, and grant management, creating and maintaining collaborations with other organizations, developing public awareness activities, preparing reports, etc.
- Ability to work both independently and as part of a team.
- Knowledge and appreciation of the people, values, and current conservation issues of the region. Ability to work with partners to identify win-win solutions and compromises for a restoration project.
- Experience working on field research or monitoring projects; work in an agricultural setting is a plus.
- High level of proficiency in ArcGIS and using a GPS unit.
- High level of proficiency in Microsoft Office Suite (Word, Excel, PowerPoint) and statistical programs (R or Python).
- A positive attitude with a flexible approach to work and a willingness to take on new projects or tasks as needed.
- Ability to engage in strenuous outdoor activity, carry field equipment and endure outdoor field conditions including cold and wet winter weather and extreme heat.
- Problem-solving, decision-making skills, and the ability to work independently with attention to detail.

- Valid driver's license required and use of a personally insured vehicle for travel.

Supervision: The Fish Ecologist is supervised by the Executive Director and supervises LCM staff, volunteers, and interns.

Working Conditions: The Association's office is generally open during normal business hours of 8:00 a.m. to 4:00 p.m., Monday through Friday, although our work hours span from 7:00 a.m. to 5:30 p.m., and may include nights and weekends, with some schedule flexibility available with approval. The employee's presence may be required at designated internal and external meetings even if they fall outside the normal workday schedule. The work involves indoor office type work, and outdoor work including some strenuous physical exertion such as lifting objects weighing in excess of 40 pounds, and walking for extended periods of time while also safely traversing rough terrain. The employee may be exposed to a variety of potential hazards associated with working near water. The employee on occasion will be required to walk/hike on uneven traverse terrain, for up to 10 miles per day, along with the ability to drive an ATV.

Employees must be able 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. cold temperatures, hot temperatures, windy, wet, dry, etc.)

The above is not meant to be all-inclusive and requirements may change according to the demands of this position. Nothing in this description restricts the Association's right to assign or reassign duties and responsibilities to this job at any time. Job descriptions may occasionally be updated, as necessary, to reflect evolving business needs.

Acknowledgment of Receipt of Job Description

Employee Signature: _____

Date: _____

Supervisor/Manager: _____

Date: _____