

# Fisheries Biologist II

**Job ID** 12194

**Location** Wenatchee, WA

**Full/Part Time** Full-Time

**Regular/Temporary** Regular

## LIVE, WORK AND PLAY!

Chelan County PUD is located in the geographical center of Washington State at the confluence of the Columbia and Wenatchee rivers. A public power leader, the complex and progressive nature of PUD operations offer a unique mix of challenges and opportunities.

We rely on the mighty Columbia River for much of our hydropower generation and we're proud to take a leadership role in environmental stewardship as related to this great river system. Each year we dedicate millions of dollars and thousands of work hours to protect and enhance fish, wildlife and plant ecosystems. As part of hydropower operations, we've also built 14 parks that serve more than 3 million visitors each year.

Rated by Forbes in 2017 and 2019 as one of the top 25 places to retire, Wenatchee is a recreational paradise with an abundance of adventure. The natural scenic beauty of the Wenatchee Valley provides a vivid backdrop to its thriving economy, where the quality of life is high and the climate is moderate with four distinct seasons, including more than 200 days of sunshine!

We are a small town to some and big city to others. We invest in our children and believe that education is the key to our future success.

We live a life of abundant choices and enjoy water sports on the Wenatchee and Columbia rivers, hiking, biking, rock climbing and unlimited golfing. Downhill and cross-country skiing are just minutes away. The area is also known for producing quality wines.

Consider Chelan PUD as a career choice today! The community is waiting for you.

Chelan PUD is an Affirmative Action/Equal Opportunity Employer and values diversity at all levels of its workforce. M/F/Vet/Disabled

## APPLICATION MATERIALS

Applicants are required to submit a **combined cover letter and resume in one document**. Your cover letter must summarize your interest, education and experience relative to this position. **Incomplete materials will not be considered.**

To expedite the application process, combine your cover letter and resume into one PDF document before applying and upload electronically when requested in the online application process.

This position is OPEN UNTIL FILLED and applicants are encouraged to apply immediately. The first review date for application materials is scheduled for July 31.

Interested parties are also invited to contact Human Resources at [joblist@chelanpud.org](mailto:joblist@chelanpud.org) to discuss the position.

## SALARY RANGE

The **starting** salary range for this position is \$67,280 - \$84,100 (based on qualifications). With tenure and strong performance *in this role* an employee may earn up to a maximum of \$100,920, annualized.

**Introductory Period:** New employees holding regular positions must complete an introductory period of twelve months.

## **BENEFITS EPOA**

In addition to competitive wages Chelan PUD employees also enjoy outstanding benefits which include zero cost employer funded medical, dental, and vision healthcare benefits, access to the employee assistance program, a VEBA health reimbursement account, and long-term care.

Washington state retirement PERS participation and optional 457 plan participation with an employer matching 401(a) plan.

Leave, life & disability benefits including paid leave starting at 21 days per calendar year up to 35 with tenure, 11 paid holidays per calendar year, paid jury duty, short-term disability & long-term disability, and basic life, AD&D, and optional voluntary life.

The work life benefits include optional flexible spending accounts for healthcare and dependent care, educational assistance, various rewards and recognition programs and position specific stipends.

For more explanation of the district benefits please visit our benefits website [www.mychelanpubbenefits.org](http://www.mychelanpubbenefits.org).

## **JOB POSTING**

### Fisheries Biologist II

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Join our team at Chelan County Public Utility District. As one of the largest hydroelectric generating utilities in the Northwest, our mission at Chelan PUD is to improve the quality of life for the thousands of people who call our pristine desert and mountain community home.

#### **Overview**

The Fisheries Biologist II provides support in planning, budgeting, implementation, management, and reporting for the District's natural resource programs. Assists with biological monitoring and evaluation programs such as predator control programs, fish spill management, fish survival tests, and hatchery monitoring and evaluations associated with the District's implementation of the Habitat Conservation Program (HCP). This position will also support the implementation of hydro licenses, including activities associated with resident and anadromous fish.

#### **Responsibilities**

- Works under the direction of more senior biologists to implement, monitor and/or evaluate biological programs associated with the District's HCP's. Perform activities such as study planning, budget development, implementation, analysis, and reporting for basic projects. Assist in the implementation of predator control programs, fish spill management, fish survival study investigations, hatchery monitoring & evaluation and fish counting. Provide biological technical support for multiple internal and external working group meetings and forums such as HCP Committees, license forums, regional technical teams, and watershed action teams. Develops skills in small biological studies or projects. May serve as an alternate for HCP Committees.
- Support and participate in the implementation of Rocky Reach, Lake Chelan, and Rock Island licensing efforts, including activities associated with anadromous and resident fish programs. Provide other biological technical analysis and reporting information as needed to internal departments.
- Maintain regular and predictable attendance: Perform related duties and responsibilities as required. Comply with District policies. Complete all required training. Maintain a working knowledge and comply with District safety procedures and specific safety requirements of this position, and those in accordance with applicable provisions of the Revised Code of Washington (RCW) and Washington Administrative Code (WAC).
- Effectively communicate with internal and external stakeholders.
- As an essential function, drive a motorized vehicle while conducting business on behalf of the District.

#### **Reports To**

Director - Natural Resources

#### **Overtime exemption**

Exempt

#### **Qualifications**

## **Education**

Equivalent experience (year for year) may substitute for required education.

- Bachelor's Degree (B. S., B. A.) in Fisheries Biology, Natural Resource Management, Biology or closely related field or the equivalent combination of education and experience is typically required.

## **Experience**

- 3+ years working in the field of fishery research and/or fishery program implementation required.
- Hydroelectric project experience preferred.
- Demonstrated project management experience preferred.

## **Licenses and Certifications**

- Valid Driver's License at hire and WA Driver's License within 30 days of hire required

## **Skills and Abilities**

A fully skilled incumbent will have the following knowledge skills & abilities:

- Principles of fisheries research
- Scientific methods
- Fisheries biology
- Basic knowledge of budget development
- Project Management
- Statistical methods
- Organizational skills
- Critical thinking
- Data analysis
- Report writing
- Technical writing
- Interpersonal skills
- Verbal communication with technical and non-technical audiences
- Work collaboratively with others
- Create reports using data analysis and statistical inference
- Generate sound scientific conclusions
- Statistical principles and methods
- Must be proficient in reading, writing and speaking English.

## **Physical Demands**

- Sitting - Frequently
- Standing - Frequently
- Walking - Occasionally
- Lifting 1-10 lbs Floor-Waist - Frequently
- Lifting 1-10 lbs Waist-Shoulders - Frequently
- Lifting 1-10 lbs Above Shoulders - Frequently
- Lifting 25 - 50 lbs Floor-Waist (copier paper) - Occasionally
- Climb Stairs - Occasionally
- Twisting at Waist - Occasionally
- Stooping/Bending - Occasionally
- Reach Floor to Waist - Frequently
- Reach Waist to Shoulder - Frequently
- Reach Above Shoulder - Frequently
- Wrist/hand/fingers manipulation (keyboarding, mousing, etc.) - Frequently
- Hand Controls (joy stick, controls on equipment, etc.) - Frequently
- Repetitive Motions - Frequently
- Talking - Regularly
- Hearing - Regularly
- Visual - Near Acuity - Occasionally
- Visual - Far Acuity - Occasionally
- Visual - Depth Perception - Occasionally

- Visual - Color Discrimination - Occasionally

## **Working Conditions**

- Exposure to Weather - Occasionally
- Proximity to Moving Mechanical Parts - Occasionally
- Atmospheric Conditions (dust, fumes, etc.) - Occasionally
- Exposure to Electricity - Occasionally
- Exposure to Toxic/Caustic Chemicals - Occasionally
- Noise Intensity Level: - Moderate

## **District Values**

- Safety - Protect public and employee health and safety
- Stewardship - Acting on behalf of customer-owners, protecting public resources entrusted to us
- Trustworthy - Competence, integrity, respect
- Operational Excellence - High-quality innovative work execution

## **LICENSE REQUIREMENTS**

A valid driver's license is required for this position (verified upon hire). A valid Washington State driver's license is required within 30 days of employment.

## **DISCLAIMER**

The statements contained herein reflect general details as necessary to describe the principal functions for this job, the level of knowledge and skill typically required, and the scope of responsibility. This should not be considered an all-inclusive listing of work requirements. Individuals may perform other duties as assigned, including work in other functional areas to cover absences or relief, to equalize peak work periods or otherwise to balance the workload.

## **EEO**

Chelan PUD is an Equal Employment Opportunity employer (EOE Minorities/Females/Protected Veterans/Disabled). We value diversity at all levels of the organization. All qualified applicants will receive consideration for employment without regard to any protected classifications as defined by law.

EEO Law Posters can be found on the main [Careers](#) page in English and Spanish.

**Chelan PUD will not be offering any work visa sponsorship for this role.**

## **Pay Transparency Nondiscrimination Provision**

The contractor will not discharge or in any other manner discriminate against employees or applicants because they have inquired about, discussed, or disclosed their own pay or the pay of another employee or applicant. However, employees who have access to the compensation information of other employees or applicants as a part of their essential job functions cannot disclose the pay of other employees or applicants to individuals who do not otherwise have access to compensation information, unless the disclosure is (a) in response to a formal complaint or charge, (b) in furtherance of an investigation, proceeding, hearing, or action, including an investigation conducted by the employer, or (c) consistent with the contractor's legal duty to furnish information. 41 CFR 60-1.35(c)