State of Washington
Dept. of Fish and Wildlife
invites applications for the position of:

Project Research Scientist 1 *09730-14

careers.wa.gov
Working for Washington State

SALARY: $4,322.00 - $5,668.00 Monthly

OPENING DATE: 10/09/14

CLOSING DATE: 11/09/14 05:00 PM

DESCRIPTION:

Washington Department of FISH and WILDLIFE

Our Mission
To preserve, protect and perpetuate fish, wildlife and ecosystems while providing sustainable fish and wildlife recreational and commercial opportunities.

Vision
Conservation of Washington's fish and wildlife resources and ecosystems.

The Washington Department of Fish and Wildlife (WDFW) is dedicated to protecting native fish and wildlife and providing sustainable fishing, hunting and wildlife viewing opportunities for millions of residents and visitors. Working throughout the state, WDFW's employees–field biologists, enforcement officers, land stewards, lab technicians, customer service representatives and others—manage hundreds of fish and wildlife species, maintain nearly a million acres of public wildlife lands, provide opportunities for recreational and commercial fishing, wildlife viewing and hunting, protect and restore habitat and enforce laws that protect fish and wildlife resources. Find out more about us and the important work we are a part of at www.wdfw.wa.gov

Applications will be reviewed and interviews held as qualified applicants are identified, and the position may be filled and the recruitment closed. Therefore, you are encouraged to submit your application materials as soon as possible.

This recruitment is to fill a Project permanent full-time Research Scientist 1 position in the Fish Program, Science Division, Wild Salmon Production Evaluation Unit. The duty station is the Natural Resource Building located in Olympia, WA. The anticipated start date is November 1, 2014 and is funded through December 31, 2016.

DUTIES:

This position will be responsible for developing a life cycle model for Puget Sound steelhead recovery planning. Listed as threatened under the Endangered Species Act in 2007, the Puget Sound steelhead Distinct Population Segment encompasses 32 demographically independent populations organized within three major population groups. The incumbent will collate available steelhead population monitoring data, estimate smolt production potential based on watershed metrics, and predict a range of expected marine survival values. The life cycle model will link freshwater and marine components in a series of scenarios that explore possible outcomes of recovery actions such as habitat protection, habitat restoration, marine survival conditions or harvest regimes.

Collate and organize available steelhead monitoring data

Tasks include:

- Contact and correspond with fishery biologists conducting steelhead monitoring
- Assemble available steelhead population monitoring data into common format
- Collate environmental data such as quantity of accessible steelhead habitat, stream flow, and oceanic climate indices

Build a life cycle model applicable to 32 populations of Puget Sound steelhead

Tasks include:

- Develop stock-recruit relationships to predict steelhead smolt abundance based on watershed metrics
- Predict the ranges of marine survival experienced by steelhead within Puget Sound and Pacific Ocean
- Use simulations to predict population abundance trajectories given freshwater productivity, marine survival, and age structure
- Develop scenarios to evaluate recovery actions such as habitat restoration, habitat protection, and harvest regimes

Communicate modeling approaches and results to collaborative technical work groups and interagency policy forums

Tasks include:

- Present model(s) and findings to fishery biologists with local expertise in watersheds throughout Puget Sound.
- Collaborate with Geographic Information System (GIS) spatial analysts in creating watershed-scale landscape metrics to predict steelhead abundance, productivity, spatial structure and diversity
- Write technical reports describing model results and predictions
- Solicit and incorporate feedback provided by fishery biologists and policy bodies

Working Conditions

The work schedule is 8-5 Monday through Friday in an office environment. Frequent travel within Puget Sound region to meet with fishery biologists (internal and external to WDFW) and policy forums.   Frequent interactions with local, state, tribal, and federal biologists and natural resource managers. A valid driver's license is required.

Union

This position is covered by a collective bargaining agreement between the State of Washington, Department of Fish & Wildlife, and the Washington Association of Fish and Wildlife Professionals (WAFWP). As a condition of employment you must either join the union and pay union dues, or pay the union a representational or other fee within 30 days of the date you are put into pay status.

QUALIFICATIONS:

Desired Qualifications

A Doctoral degree with a major in fisheries science, biology, or zoology with an emphasis in animal population biology/management, mathematics, and/or statistics

OR

A Master's degree in fisheries science, biology, zoology, with emphasis on animal population biology, or closely allied field **AND** two years of professional experience designing statistical/mathematical research in population biology or designing and conducting wildlife, habitat, or fish-related research studies.

Preferred/Desired Experience:

- Knowledge of Pacific salmon biology and management.
- Knowledge of Puget Sound watersheds, fish populations, and conservation issues.
- Experience with common salmonid monitoring approaches such as abundance estimates derived from smolt traps or redd surveys, and survival studies based on acoustic transmitter or PIT tags
- Experience with life cycle models or similar models of fish production
- Strong quantitative skills, including experience programming in R or similar languages
- Strong written and oral communication skills

- Ability to collaborate with a diverse team of fishery biologists
- Demonstrated ability to publish research in peer-reviewed journals

Experience is based on full time equivalency (i.e., 40 or more hours/week). Part time work is prorated (e.g., 20 hours/week for 6 years = 3 years of experience). Do not count experience that was a part of your educational requirements.

SUPPLEMENTAL INFORMATION:
To apply for this position you MUST complete your profile at www.careers.wa.gov and attach the following to your profile before completing the online application:

A cover letter describing how you meet the preferred qualifications of this position (generic cover letter will not be accepted)

A current resume (please make it succinct)

Three professional references (personal references do not count as professional)

Please note: Failure to follow the above application instructions will lead to disqualification. E-mailed documents will not be accepted in lieu of attaching your documents to the online profile.

Upon submission of your online application, you will immediately receive a confirming e-mail. You will then be notified via e-mail of your status during the process. In addition to the e-mail notifications, you can check the status of your application at any time by visiting your online profile at www.careers.wa.gov. Due to the high volume of applications that we receive, we ask your understanding and encourage you to use the online process and avoid calling for information.

The Department of Fish and Wildlife is an equal opportunity employer. We strive to create a working environment that includes and respects cultural, racial, ethnic, sexual orientation and gender identity diversity. Women, racial and ethnic minorities, persons of disability, persons over 40 years of age, disabled and Vietnam era veterans and people of all sexual orientations and gender identities are encouraged to apply. Persons needing accommodation in the application process or this announcement in an alternative format may call (360) 902-2276 or the Telecommunications Device for the Deaf (TDD) at (800) 833-6388.

Project Research Scientist 1 *09730-14 Supplemental Questionnaire

* 1. Have you ever been convicted of a misdemeanor or felony within the last ten (10) years?

   ❏ Yes ❏ No

* 2. Do you have a valid Washington State, or other state, driver's license? (If selected for an interview, you may be asked to furnish your license and driving record.)

   ❏ Yes ❏ No

* Required Question