



State of Washington
**Spawner Survey and Recreational Creel Technician -
 Scientific Tech 2 - Permanent - 2026-00369**

SALARY	\$3,581.00 - \$4,771.00 Monthly	LOCATION	Grays Harbor County – Montesano, WA
JOB TYPE	Full Time - Permanent	JOB NUMBER	2026-00369
DEPARTMENT	Dept. of Fish and Wildlife	OPENING DATE	01/13/2026
CLOSING DATE	1/23/2026 11:59 PM Pacific		

Description



Title- Spawner Survey and Recreational Creel Technician

Classification- Scientific Technician 2 (ST2)

Job Status- Full-Time/Permanent

WDFW Program- Fish Program – Region 6 – Willapa Bay

Duty Station- Montesano, Washington – Grays Harbor County

Learn more about being a member of [Team WDFW!](#)



Photo Caption: Salmon Anglers – Photo Credit: Chase Gunnell

This is an opportunity to assist WDFW Biologists by collecting data necessary for the management of the fish resources in the Willapa Bay watershed. This information is critical to assess stock status, build fishery models, and to forecast salmon returns - key elements of the North of Falcon (NOF) and Pacific Fisheries Marine Council (PFMC) process.

What to Expect-

Among the varied range of responsibilities held within this role, the Technician will,

Conduct Spawner Surveys

- Fieldwork requires identifying, recording, and monitoring of salmonid redds and carcass recovery (live/dead fish counts) within selected stream reaches. All data collected will be documented, summarized, and tabulated on paper field forms or in electronic devices (iPads), which may include GPS locations and mapping.
- Conduct stream surveys on foot and/or by raft, pontoon/drift boat, or by jet powered river sled following Region 6 standard practices and procedure protocols.

- Biological collection of dead fish (carcasses) includes identification of mark status (adipose/dorsal fin), scale sampling (age/origin), coded wire tags recovery (CWT; stock composition), fork length, sex identification, identifying opercle punch presence or absence, t-tags or jaw tags, DNA tissue samples, or collect other biological samples, as needed.
- Maintain accurate and timely field records is important to meet management needs. Data summarization is important, and some data entry may be required. May assist with training other field staff and provides input to improve field data collection.
- Maintain regular and professional contact and continue positive relationships with landowners to gain access to surveyed reaches through private property.
- Perform routine maintenance of assigned field gear, fleet vehicles, agency watercrafts and/or equipment as assigned. Check all equipment to ensure it is maintained, properly stored, accounted for, and meets safety requirements daily.

Conduct Marine Recreational Creel Monitoring (Marine Area 2.1):

- Conduct angler interviews at boat launches or marinas within the Willapa Bay marine area and is often done in hot, windy, or inclement weather at various times of day. Fieldwork is physically demanding due to long days standing and walking.
- Fieldwork requires identifying, recording, and sampling of salmon and other species landed and/or recording data regarding the encounter of released fish in the marine recreational fishery in Willapa Bay. Data collection is recorded, summarized, and tabulated utilizing electronic devices (iPads) through the iForms program and/or paper field forms.
- Biological collection of landed fish may include identifying mark status (via adipose and dorsal fin to determine hatchery or wild status), scale sampling (for age and origin), coded wire tags (stock composition and origin), opercle punch, t-tags, jaw tags, DNA tissue samples, or other biological samples, as needed.
- Maintaining accurate and timely field records for this position is very important to meet management needs. Data summarization and organization are important. Will assist in training other field staff depending upon prior experience. Provides valuable input to improve data collection.
- Keeps supervisor informed daily regarding the status of work projects and emerging issues, which may include other WDFW programs such as Enforcement, Habitat, and Wildlife.
- Maintain regular and professional conduct and continue positive relationships with recreational anglers to facilitate public cooperation in reporting of encounters and overall fishing effort.
- Perform routine maintenance of assigned field gear, fleet vehicles, agency watercrafts and/or equipment as assigned. Check all equipment to ensure it is maintained, properly stored, accounted for, and meets safety requirements daily.

Conduct Commercial Fishery Monitoring within Willapa Bay or Grays Harbor:

- Commercial on-board monitoring duties may include boarding commercial vessels prior to or during an open salmonid fishery. This may include monitoring the commercial gillnet fishery for net soak times, summarize catch for retained and released fish by species, identify species adipose fin clip mark status, determine absence or presence of coded wire tags (CWT), collect genetic DNA tissue samples, document bycatch and incidental encounters, and collect any other biological samples as needed.
- Commercial biological sampling duties at fish houses include sampling catch for scales (age composition), identification of mark status (adipose fin), collect coded wire tags, collect genetic DNA tissue samples, document fork length and sex and collect any other biological samples as needed.

Working Conditions:

Work setting, including hazards: Primarily fieldwork. The work environment is outdoors and can be physically demanding. The work is often done alone without the assistance of coworkers. During recreational fishery monitoring and commercial on-board monitoring, work hours are spent standing, walking, bending, negotiating boat ramps or slippery surfaces, boarding vessels, and lifting, handling, and manipulating fish up to 40 pounds. During spawning ground surveys, the work involves considerable driving and hiking into remote areas on private and public timberlands. There is a risk of encountering stinging plants, insects, and other wildlife. Walking up to 10 miles a day along streams on slick boulders, wading riffles, or maneuvering watercraft requires moderate strength and agility. Trail locations to and from stream reaches may be equally physically challenging. Lifting equipment up to and or greater than 40 pounds may be required.

Commercial on-board monitoring involves boarding gillnet vessels in the early morning hours and in wet and windy conditions. All work includes wet/slippery environment, potential loud noise, close quarters, and potential repetitive work for long periods of time. This position may involve working in or near water, including tasks that require navigating, negotiating, and performing duties related to water environments.

Schedule: 24/7 Unscheduled - This position is full-time, working 40 hours per week. The standard work schedule requires a flexibility; may be assigned work hours at any time within a 24-hour period. Work shifts are not fixed and may vary based on operational needs.

Travel: All travel will be conducted by using state vehicles. Travel requirements are within Willapa Bay basin (Pacific County) to either assigned ports for recreational or commercial monitoring or to freshwater river systems for spawning ground surveys via state, county, or private roads throughout the district. Survey locations are often located on private logging or county roads and travel times will fluctuate as field sites change.

Tools and Equipment: All tools and gear (waders, wading boots, coded Wire Tag (CWT) wand), iPad, serrated knife, hemostats, clicker counters, sunglasses, WDFW hat, wading staff, and any other sampling equipment not listed already)

will be provided by WDFW.

Customer interaction: Communicate with the public (recreational or commercial anglers) regarding current fishery status and regulatory actions. There will be interaction with landowners. At times, they can be confrontational and difficult to deal with. Maintaining regular and professional contact and continue positive relationships with landowners to gain access to surveyed reaches through private property.

Qualifications:

Required Qualifications:

Option 1: Graduation from high school or GED, including one year of high school science **and** two (2) years of experience as a Scientific Technician 1.

Option 2: Graduation from high school or GED including one year of high school science **and** two (2) years of laboratory or field experience as an assistant to a biologist, chemist, or zoologist.

Note: College course work involving major study in biology, zoology, fisheries, chemistry, natural sciences, or closely allied field will substitute, year for year, for experience, provided the course work includes at least six semester or nine quarter hours of natural science classes.

Licenses: Valid driver's license

Special Requirements/Conditions of Employment: Successful completion of mandatory, job-related training and/or certification - such as safety, equipment operation, fieldwork procedures, and/or emergency management - may be required as a condition of employment, depending on position responsibilities, supervisory direction, and training availability. Employees may also be required to participate in safety courses, committees, or groups, and complete recertification as needed to support the safety of the agency and its personnel.

Preferred Qualifications:

In addition to the required qualifications, our ideal applicant will possess one or more of the following:

One (1) year or more of experience in/with:

- Salmonid species, their spawning behavior, general life histories, sampling methodologies and protocols, fishery management methods, recreational creel, and spawning ground surveys.
- Operating safely and efficiently through hazardous instream obstacles either by foot or watercraft.
- Navigating with primitive maps and a GPS to find survey locations.
- ArcGIS software.
- Operating watercrafts safely and efficiently.

Your application should include the following:

- A completed online application showcasing how your qualifications align with the job requirements.
- An up-to-date resume.
- A cover letter detailing your interest in the position, your relevant skills and experience, and why you are the ideal candidate.
- At least three professional references with current contact information.

Supplemental information:

In addition to [pay](#) and other [special employee programs](#), there are other [benefits](#) that WDFW employees may be eligible for. Click the "Benefits" tab at the top of this announcement to learn more.

Important Note:

All new employees must complete an Employment Eligibility Verification Form (I-9 Form) on their first day of work. If hired for this or any position at WDFW, you will be required to provide documentation proving you are eligible to work in the United States. For a list of acceptable documents, please use the following link: <https://www.uscis.gov/i-9-central/form-i-9-acceptable-documents>

Union - WAFWP:

This position is in the bargaining unit represented by the Washington Association of Fish & Wildlife Professionals and is subject to the terms of the Collective Bargaining Agreement between the State of Washington, Department of Fish & Wildlife, and the Washington Association of Fish & Wildlife Professionals.



Veteran and Military Spouse Preference Notice:

Per [RCW 73.16.010](#) Veterans and qualifying spouses who meet the minimum qualifications of a position are eligible for preference during the initial application review stage. To receive this benefit, please do the following:

- Notify us of your veteran or military spouse status by email at RecruitmentTeam@dfw.wa.gov.
- **Veterans only** – Attach a copy of your DD214 (Member 4 copy), NGB 22 or USDVA signed verification of service letter.
 - Please redact any PII (personally identifiable information) data such as social security numbers.
- Subject line must include recruitment number, position, and spouse/veteran (example: 2024-1234 – Biologist 1 – Veteran)
- Include your name as it appears on your application in careers.wa.gov.



Diversity, Equity, and Inclusion Employer

As part of WDFW's efforts to advance respectful and inclusive work environments, the Agency expects inclusivity as part of our professional interactions and communications. Therefore, we want to ensure that all individuals feel welcome, are treated fairly and respectfully. All staff are empowered to fully contribute to serving their work unit, Agency, and the citizens of Washington.

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.

Request an accommodation: Persons needing accommodation in the application process or this announcement in an alternative format please contact Jayme Chase by phone 360-902-2278 or email Jayme.Chase@dfw.wa.gov, or the Telecommunications Device for the Deaf (TDD) at 800-833-6388.

Technical Difficulties: If you are having technical difficulties creating, accessing, or completing your application, please call NEOGOV toll-free at (855) 524-5627 or support@neogov.com.

Other questions: If you have other questions regarding this position, please reach out to diana.humes@dfw.wa.gov

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Benefits

More than Just a Paycheck!

Employee benefits are not just about the kind of services you get, they are also about how much you may have to pay out of pocket. Washington State offers one of the most competitive benefits packages in the nation.

We understand that your life revolves around more than just your career. Like everyone, your first priority is ensuring that you and your family will maintain health and financial security. That's why choice is a key component of our benefits package. We have a selection of health and retirement plans, paid leave, staff training and other compensation benefits that you can mix and match to meet your current and future needs.

Read about our benefits:

The following information describes typical benefits available for full-time employees who are expected to work more than six months. Actual benefits may vary by appointment type or be prorated for other than full-time work (e.g. part-time); view the job posting for benefits details for job types other than full-time.

Note: *If the position offers benefits which differ from the following, the job posting should include the specific benefits.*

Insurance Benefits

Employees and their families are covered by medical (including vision), dental and basic life insurance. There are multiple medical plans with affordable monthly premiums that offer coverage throughout the state.

Staff are eligible to enroll each year in a medical flexible spending account which enables them to use tax-deferred dollars toward their health care expenses. Employees are also covered by basic life and long-term disability insurance, with the option to purchase additional coverage amounts.

To view premium rates, coverage choice in your area and how to enroll, please visit the [Public Employees Benefits Board \(PEBB\) website](#). The [Washington Wellness](#) program from the Health Care Authority works with PEBB to support our workplace [wellness programs](#).

[Dependent care assistance](#) allows the employee to save pre-tax dollars for a child or elder care expenses.

Other insurance coverage for auto, boat, home, and renter insurance is available through payroll deduction.

The [Washington State Employee Assistance Program](#) promotes the health and well-being of employees.

Retirement and Deferred Compensation

State Employees are members of the Washington Public Employees' Retirement System (PERS). New employees have the option of two employer contributed retirement programs. For additional information, check out the [Department of Retirement Systems'](#) web site.

Employees also have the ability to participate in the [Deferred Compensation Program](#) (DCP). This is a supplemental retirement savings program (similar to an IRA) that allows you control over the amount of pre-tax salary dollars you defer as well as the flexibility to choose between multiple investment options.

Social Security

All state employees are covered by the federal [Social Security](#) and Medicare systems. The state and the employee pay an equal amount into the system.

Public Service Loan Forgiveness

If you are employed by a government or not-for-profit organization, and meet the qualifying criteria, you may be eligible to receive student loan forgiveness under the [Public Service Loan Forgiveness Program](#).

Holidays

Full-time and part-time employees are entitled to paid holidays and one paid personal holiday per calendar year.

Note: Employees who are members of certain Unions may be entitled to additional personal leave day(s), please refer to position specific [Collective Bargaining Agreements](#) for more information.

Full-time employees who work full monthly schedules qualify for holiday compensation if they are employed before the holiday and are in pay status for at least 80 nonovertime hours during the month of the holiday; or for the entire work shift preceding the holiday.

Part-time employees who are in pay status during the month of the holiday qualify for the holiday on a pro-rata basis. Compensation for holidays (including personal holiday) will be proportionate to the number of hours in pay status in the month to that required for full-time employment, excluding all holiday hours. Pay status includes hours worked and time on paid leave.

Sick Leave

Full-time employees earn eight hours of sick leave per month. Overtime eligible employees who are in pay status for less than 80 hours per month, earn a monthly proportionate to the number of hours in pay status, in the month to that required for full-time employment. Overtime exempt employees who are in pay status for less than 80 hours per month do not earn a monthly accrual of sick leave.

Sick leave accruals for part-time employees will be proportionate to the number of hours in pay status, in the month to that required for full-time employment. Pay status includes hours worked, time on paid leave and paid holiday.

Vacation (Annual Leave)

Full-time employees accrue vacation leave at the rates specified in [WAC 357-31-165](#)(1) or the applicable collective bargaining agreement (CBA). Full-time employees who are in pay status for less than 80 nonovertime hours in a month do not earn a monthly accrual of vacation leave.

Part-time employees accrue vacation leave hours in accordance with [WAC 357-31-165](#)(1) or the applicable collective bargaining agreement (CBA) on a pro rata basis. Vacation leave accrual will be proportionate to the number of hours in pay status, in the month to that required for full-time employment.

Pay status includes hours worked, time on paid leave and paid holiday.

As provided in [WAC 357-58-175](#), an employer may authorize a lump-sum accrual of vacation leave or accelerate the vacation leave accrual rate to support the recruitment and/or retention of a candidate or employee for a Washington Management Service position. Vacation leave accrual rates may only be accelerated using the rates established WAC 357-31-165.

Note: Most agencies follow the civil service rules covering leave and holidays for **exempt** employees even though there is no requirement for them to do so. However, agencies are required to adhere to the applicable RCWs pertaining holidays and leave.

Military Leave

Washington State supports members of the armed forces with 21 days paid military leave per year.

Bereavement Leave

Most employees whose family member or household member dies, or for loss of pregnancy, are entitled to five (5) days of paid bereavement leave. In addition, the employer may approve other available leave types for the purpose of bereavement leave.

Additional Leave

[Leave Sharing](#)

[Parental Leave](#)

[Family and Medical Leave Act \(FMLA\)](#)

[Leave Without Pay](#)

Please visit the [State HR Website](#) for more detailed information regarding benefits.

Updated 01-07-2026

Employer

State of Washington

Address

View Job Posting for Agency Information

View Job Posting for Location, Washington, 98504

Website<http://www.careers.wa.gov>**Spawner Survey and Recreational Creel Technician - Scientific Tech 2 - Permanent - 2026-00369 Supplemental Questionnaire*****QUESTION 1****Do you have a valid driver's license?**

- ☐ Yes, I have a current valid driver's license.
- ☐ No, I do not have a current valid driver's license.

QUESTION 2*Please select the option below that best describes the highest level of education you have completed.**

- ☐ High School Diploma/GED.
- ☐ Some College.
- ☐ Vocational Degree or Certificate.
- ☐ Associate's Degree.
- ☐ Bachelor's Degree.
- ☐ Master's Degree.
- ☐ Ph.D.
- ☐ None of the above.

QUESTION 3*What is your major area of study? If you possess multiple degrees, please list each degree and major. (If this does not apply to you, please put N/A.) This includes both vocational and college education.*****QUESTION 4****Select the option below that best describes your experience as a Scientific Technician OR your experience as an assistant to a biologist, chemist, or zoologist.**

- ☐ I do not have this experience.
- ☐ I have less than 1 year of this experience.
- ☐ I have between 1 year and 2 years of this experience.
- ☐ I have 2 years or more of this experience.

QUESTION 5*Please BRIEFLY describe where you gained your experience as a Scientific Technician OR your experience as an assistant to a biologist, chemist, or zoologist. Your answer should be reflected in the work history section of your application. If you do not have this experience, enter "N/A" in the box below. Do not write "See application/resume/cover letter" as those are not valid responses.*****QUESTION 6****Do you have experience with spawning ground survey protocols and sampling methodologies?**

- ☐ Yes
- ☐ No

QUESTION 7*Please briefly describe your experience conducting spawning ground surveys, including protocols and sampling methodologies. ("See Resume" is not a valid response, if you do not have this experience, put N/A).*****QUESTION 8****How would you rate your ability to safely operate and maneuver watercraft in challenging river conditions?**

- ☐ No experience.
- ☐ Beginner – limited exposure under supervision.

- ☐ Intermediate – comfortable operating in typical field conditions.
- ☐ Advanced – confident operating independently in treacherous or unpredictable conditions.

***QUESTION 9**

Please briefly describe a time when you safely operated a watercraft through treacherous instream obstacles. ("See Resume" is not a valid response, if you do not have this experience, put N/A).

***QUESTION 10**

Are you able to navigate to survey locations using primitive maps and GPS?

- ☐ Yes
- ☐ No

***QUESTION 11**

How did you hear about this job posting? (Select all that apply).

- ☐ American Fisheries Society (AFS)
- ☐ Careers.wa.gov
- ☐ Community Based Organization
- ☐ Community/Technical College
- ☐ Conservation Job Board
- ☐ El Informador
- ☐ Facebook
- ☐ Four W's Fishing Team, LLC – Willard Franklin III, LinkedIn
- ☐ Handshake
- ☐ Hiring Event/Workshop
- ☐ Hydraulic Institute (HI)
- ☐ Indeed.com
- ☐ Job Board
- ☐ Job Fair
- ☐ LinkedIn
- ☐ Mount Hood Community College (MHCC)
- ☐ Newspaper
- ☐ Other
- ☐ Other State Agency
- ☐ Other Website
- ☐ Professional Association
- ☐ Society of American Foresters (SAF)
- ☐ Texas A&M
- ☐ University Job Board
- ☐ UW College of the Environment
- ☐ WDFW Employee
- ☐ WDFW Recruiter
- ☐ WDFW Website
- ☐ Word of Mouth
- ☐ WorkSource
- ☐ X (formerly Twitter)

QUESTION 12

Tell us more – kindly share which website, organization, person, or other source led you to this job posting.

***QUESTION 13**

Are you currently an employee of the Washington Department of Fish and Wildlife? This includes permanent, non-permanent, intern, project, and career seasonal.

- ☐ Yes
- ☐ No

* Required Question