



Fish Hatchery Specialist 3 - Sunset Falls Hatchery - Permanent - 2025-06471

State of Washington Dept. of Fish and Wildlife • 3.4

\$4,542 - \$6,107 a month

Snohomish County, WA

Profile insights

Here's how the job qualifications align with your profile.

Licenses

Pesticide Applicator's License

Driver's License

Do you have a valid **Pesticide Applicator's License** license?

Yes

No

Skip

Skills

Data collection

Driving

Do you have experience in **Data collection**?

Yes

No

Skip

Job details

Here's how the job details align with your profile.

 **Pay**

✓ \$4,542 - \$6,107 a month ▾

 [Apply on company site](#)

 **Shift and schedule**

Monday to Friday ▾

Encouraged to apply

- Military encouraged

Full job description**Description**

Classification- Fish Hatchery Specialist 3

Job Status- Full-Time/Permanent

WDFW Program- Fish Program – Hatcheries Division

Duty Station- Sunset Falls Hatchery - Index, Washington – Snohomish County

Housing- No housing available.

Standby- Standby is currently not assigned.

Learn more about being a member of **Team WDFW!**

Photo Caption – Hatchery steelhead broodstock collection – Photo Credit: WDFW

Are you passionate about preserving Washington's resources?

This is an opportunity to lead a crew during day-to-day facility operations and accomplishing production programs contributing to sport, tribal, and commercial fisheries in Washington State.

With your experience, you will identify and communicate opportunities to improve fish culture practices.

WHAT TO EXPECT

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

Fish Culture and Data collection at Wallace River Hatchery, Reiter Ponds, Sunset Falls and Snohomish Basin.

- Carries out sound fish culture practices to meet program goals.
- Projects and monitors fish growth and feed requirements.
- Actively seeks to learn new fish culture practices.
- Administers and calculates medication levels prescribed to treat fish illness.
- Monitors egg and fish production.
- Calculates amount of therapeutic drug to be administered when prescribed.
- Collects adult salmonids by netting, snorkeling and snagging.
- Leads crew members in feeding, cleaning, and transferring fish, determines the proper rearing densities for ponding and planting fish.

Physical Operation and Maintenance of facility upkeep at Wallace River Hatchery, Reiter Ponds, and Sunset Falls.

- Ensures that working components of the fish hatchery are kept in good condition (i.e. pumps & motors, vehicles, alarms, generators, flashlights)
- Identifies and communicates ways to improve the physical plant operation.
- Actively identifies safety hazards and takes action or recommends remedies as appropriate.
- Ensures timely repairs to facility and infrastructure often requiring the ability to metal weld, cut and drill.
- Maintains the grounds in appearance and upkeep during seasonal events, requiring the ability to operate lawn mowers, weed eaters, chainsaws, pressure washers, forklifts, tractors, generators, and carpentry power tools.

Crew Leader at Wallace River Hatchery, Reiter Ponds, and Sunset Falls.

- Carries out assignments as a working leader.
- Monitors projects/activities to ensure completion in a timely manner.
- Ensures that the staff is productive and well informed on activities.
- The lead responsible for safety rule compliance, training, documentation and ensures hazards are addressed.
- Serves as a leader and role model for staff, temporary workers, and volunteers.
- Demonstrates, instructs and trains others in methods on how to complete tasks.

Communications.

- Keeps supervisor and management well-informed on production issues that may lead to fish health concerns or program shortfalls.
- Serves as a conduit for safety concerns (management to staff and staff to management)
- Represents the agency professionally and communicates effectively.
- Communicates with outside entities to implement agency-approved projects, as the facility subject matter expert.

Data Collection, Entry, Reporting, and Budgeting.

- Collects data required by the program, ensuring accuracy and timeliness.
- Maintains a facility filing system that is well organized and user-friendly.
- Ensures that staff are well informed on where and how to collect and record data.
- Leads others in accurately collecting and recording data.

Working Conditions:

Work setting: Outside in all weather conditions. Typically works outside about 250 days a year, and usually based on the remoteness of the facility, this position will be working alone about half the time. This employee will be required to work in all sorts of weather conditions whether it is raining, snowing, sunny, dark, cold or hot. At times, will be required to repetitively lift at least 50 lbs. This position may involve working in or near water, including tasks that require navigating, negotiating, and performing duties related to water environments.

Schedule: Typically, 8:00 AM – 5:00 PM, Monday – Friday. Work hours can vary greatly at

different times of the year depending on the work schedule and weather conditions.

Housing: Housing is not available at this location.

Standby: This position may require standby, which involves overseeing the facility for the remaining 16 hours of the day when on duty. The standby schedule consists of working 10 consecutive days, including 7 days of standby duty, followed by 4 days off.

Travel requirements: Travel may be required for short periods of time to accomplish agency goals and required training. This position will be assigned work at Sunset Falls Hatchery, Wallace River Hatchery, and Reiter Ponds Hatchery.

Customer Interactions: This position will interact with the public, volunteers, small community groups, and individual constituents on a regular basis who visit the hatchery to answer questions and give tours.

QUALIFICATIONS:

Required Qualifications:

Option 1: One (1) year of experience as a Fish Hatchery Specialist 2.

Option 2: Associate's degree in fisheries technology or closely allied field **and** two (2) years of experience performing fish culture duties in a hatchery.

Option 3: Bachelor's degree in fisheries or closely allied field. Please note: Four (4) years of experience performing a variety of fish culture duties in a hatchery will substitute for the Bachelor's degree.

Option 4: Successful completion of a fish culture program from a vocational school **and** two (2) years of experience performing fish culture duties in a hatchery.

License: Valid driver's license.

Special Requirements/Conditions of Employment:

This position may require a valid Washington State Pesticide Applicator's License.

This position may require standby, which involves overseeing the facility for the remaining 16

hours of the day when on duty. The standby schedule consists of working 10 consecutive days, including 7 days of standby duty, followed by 4 days off. A response time between 15-30 minutes is required during stand-by.

Successful completion of agency training and/or certification per supervisory direction, position need, and?training availability.

Preferred Qualifications:

In addition to the required qualifications, our ideal applicant will possess some or all the following:

- Two (2) or four (4) year degree in Fisheries or closely associated field.

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 (3) 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 - WAFHP:

These positions are in the bargaining unit represented by the Washington Association of Fish & Wildlife Hatchery 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 Hatchery Professionals (WAFHP).

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 Cheri.Potter@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 Cheri.Potter@dfw.wa.gov and reference job #2025-06471.

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