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## Fish Hatchery Specialist 3 - Wallace River Hatchery - Permanent - 2025-07411

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Snohomish County, WA

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

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### Full job description

### Description

**Classification-** Fish Hatchery Specialist 3

**Job Status-** Full-Time - Permanent

**WDFW Program-** Fish Program – Hatcheries Division

**Duty Station-** Wallace River Hatchery - Sultan, Washington – Snohomish County

**Housing-** Housing is Provided

- **Standby-** Standby is Currently Assigned

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

*Photo Caption: Hatchery Steelhead Broodstock Collection – Photo Credit:  
WDFW*

**Be a part of the future of fish conservation in Washington while gaining valuable hands-on experience.**

**At Wallace River Hatchery, you will perform scientific, technical, and related maintenance duties within the hatchery**

**Serve as a leader and role model for staff and volunteers by fostering an environment that ensures fish population goals are met while**

**What to Expect-**

Among the varied range of responsibilities held within this role, the Fish Hatchery Specialist 3 will,

**Fish Culture and Data collection at Wallace River Hatchery:**

- Carry out sound fish culture practices to meet program goals.
- Project and monitor fish growth and feed requirements.
- Perform fish inventories, splits, grading, marking trailer inventories, weight samples and plants
- Lead crew members in feeding, cleaning, and transferring fish, determines the proper rearing densities for ponding and planting fish.
- Collect genetic samples (Opercula punches, Dorsal ray samples) for genetic population analysis.
- Collect various types of biological and environmental samples such as fish tissue, fish scales, ovarian fluid, water and feed for transport to laboratories; sample preparation includes dissection, vacuum filtration, and aseptic technique.
- Coordinate on-station and off-site fish planting activities.
- Independently implement on site biological research projects to collect genetic samples, train lower-level staff in proper procedures in research protocols, as well as provide input into design changes driven by findings at the facility.

**Physical Operation and Maintenance of facility upkeep at Wallace River Hatchery:**

- Ensure that working components of the fish hatchery are kept in good condition such as pumps and motors, vehicles, alarms, generators and flashlights.
- Maintain the grounds in appearance and upkeep during seasonal events using lawn mowers, weed eaters, chainsaws, pressure washers, forklifts, tractors, generators, and carpentry power tools.
- Monitor water quality, quality rearing environments.
- Management in the operation of fish traps and ladders.
- Order tools and supplies to meet facility needs.
- Keep intake screens and fish ways operable and clear of debris
- Operate, maintain and adjust water intake structures to ensure the fish way are functioning correctly as the river levels change.

**Crew Leader at Wallace River Hatchery:**

- Monitors projects/activities to ensure completion in a timely manner.
- Ensures that the staff is productive and well informed on activities.
- 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.
- Demonstrates an ongoing commitment to learning and self-improvement.
- Plans daily and cyclic hatchery work schedules.
- Agency liaison and project manager of the contracted crews during fish marking programs.

**Communications:**

- Keep supervisor and management well-informed on production issues that may lead to fish health concerns or program shortfalls.
- Communicate with Fish Health Pathologists and Epidemiologists to ensure appropriate fish culture activities.
- Performs outreach and education duties through community presentations and the preparation of materials for educational purposes on the hatchery operations and species information.

**Data Collection, Entry, Reporting, and Budgeting:**

- Maintain 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.
- Assist with reporting of escapement using Fishbooks.

**Working Conditions:**

**Work setting, including hazards:** Work outside in all weather conditions (typically 250 days a year) which may include working independently or in inclement weather. 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:** Full-time, 40 hours per week. The standard schedule may include occasional evenings or weekends as required. Work hours can vary depending on business needs, seasonal demands, and weather conditions.

- **Standby:** Standby duties are currently assigned. Standby 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. While on standby the incumbent must have a response time of 15-30 minutes.

**Housing:** Housing is provided.

**Travel Requirements:** Travel may be required for short periods of time to accomplish agency goals and required training.

**Tools and Equipment:** Hand and power tools, lawn care equipment, tractors, forklifts, welding equipment, egg picking machines, water sampling instruments, small and large fish transport trucks, passenger vehicles, adult fish pumps, adult fish counters, coded wire tag (CWT) identification equipment, trash pumps, pressure washers, diesel generators, small gas engine powered equipment, computers and software.

**Customer Interactions:** Communicate effectively with public and volunteers. Will interact with 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:** Six (6) years of experience performing a variety of fish culture

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

**Option 3:** Associate's degree in fisheries technology, biology or closely allied field

**And**

Two (2) years of experience performing fish culture duties in a hatchery.

**Option 4:** Bachelor's degree in fisheries, biology or closely allied field

**And**

Two (2) years of experience performing fish culture duties in a hatchery.

**Option 5:** Successful completion of a fish culture program from a vocational school

**And**

Two (2) years of experience performing fish culture duties in a hatchery.

#### **Certifications/Licenses:**

Valid Driver's License.

#### **Special Requirements/Conditions of Employment:**

- Successful completion of agency training and/or certification for assigned watercraft is dependent on supervisory direction, position need and training availability.
- While on standby the incumbent must have a response time of 15-30 minutes.

#### **Preferred Qualifications:**

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

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

#### **Your application must 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 - 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 Elizabeth.Bullard@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 Elizabeth.Bullard@dfw.wa.gov and reference job #2025-07411.

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