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Fisheries Technician 1 - Tacoma Power Cushman Hydroelectric Project

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#25-1185

Shelton, Washington, United States

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Job Description

Pacific States Marine Fisheries Commission is recruiting a Fisheries Technician 1 to be based at the Cushman Dam in Tacoma, Washington.

Position/Project Specifics:

Fisheries Technicians perform duties related to the protection, preservation, propagation, and sampling of fish species, as well as the preservation and enhancement of aquatic habitats. Technicians provide practical, hands-on support for research, operations, program administration, and natural resource program activities.

Tacoma Power is working in conjunction with Pacific States Marine Fisheries Commission to provide support for natural resources management requirements associated with operation of Tacoma Power's Hydroelectric Projects. Duties associated with this position will be primarily focused on Tacoma Power's obligations at the Cushman Hydroelectric Project but may occasionally require travel to the Cowlitz or Nisqually Hydroelectric Projects.

The successful candidate will be a member of the Tacoma Power Natural Resources Services and Delivery team. The body of field work for this position is comprehensive and functions as key staff support for field data collection efforts as well as data entry and data QA/QC. Primarily, duties include assisting with rotary screw trap operations, riverine habitat surveys, spawner ground surveys, fish passage efforts, and captive fish rearing tasks. This position provides valuable experience for individuals pursuing careers in aquatic and fisheries sciences.

Essential Functions:

The functions listed below are characteristic of the type and level of work associated with this group and pay band. They are not all-inclusive. Individual positions may perform some or all, as well as other similar work.

- Support operation of a rotary screw trap by participating in daily trap checks. Duties include enumerating fish by species and age class, collecting length, weight, scales, and DNA samples from captured fish, and performing mark/recapture studies.
- Support stream assessments by working with a field team that performs habitat surveys. Includes extensive documentation on stream channel dimensions, habitat typing, large woody debris, and riverbed substrate.
- Participate in anadromous fish escapement surveys by conducting spawner ground surveys and collecting information on live fish, carcasses, and redds. This task will require swiftwater training, use of a dry suit, and snorkeling.
- Conduct standardized observations such as species identification, reproductive condition, fin clips or tags.
- Support captive fish rearing activities including spawning, feeding, sampling, and transporting fish as well as possibly cleaning and sanitizing tanks.
- Summarize and input biological or habitat data on field forms, mobile collection devices, and desktop computers.
- Assist with preliminary data summaries and analyses, technical report writing, or database management as needed.

Knowledge Required by the Position:

At the lower end of the range, employees use knowledge of basic arithmetic, reading, writing, and data collection to perform routine or repetitive tasks.

At the upper end of the position range, employees use knowledge of the basic principles and protocols of fish biology to make readings, measurements, and observations; execute tests; collect samples, etc.. If complex equipment systems are operated, the employee has the knowledge to perform calibrations or adjustments to achieve desired results.

Additional Mandatory Skills:

- *Able to swim/navigate in swift water*
- *Swiftwater Training*
- *Valid driver's license*
- *Fish Species Identification Skills*
- *Hiking in rough terrain*

Additional Desirable Skills:

- *CPR/First Aid Training*
- *Compile and collect neat and accurate data*

- *Demonstrates field work in inclement weather conditions*
- *Juvenile salmonid species identification skills*
- *Snorkeling*
- *Carcass and redd surveys*
- *Habitat monitoring*
- *Oral and written communication skills*
- *Repair and maintain equipment*
- *MS Office Suite (Access, Excel, Teams, Word, etc.)*
- *ESRI Products (ArcGIS, Field Maps, Survey123, etc.)*

Physical Demands:

Physical demands range from moderate to rigorous and may include walking, climbing stairs and ladders, reaching, lifting, and bending. In more physically demanding situations, the incumbent must be able to lift and carry buckets of water or equipment. The position requires long periods of hiking, carrying equipment, swimming, and/or standing. Extended overnight or multi-day camping assignments may be required. Some tasks require the ability to maintain footing in fast-moving water.

Work Environment:

Most of the work is performed outdoors. Incumbents will work on narrow, elevated walkways and platforms that are over or adjacent to water. Field work involves exposure to all types of weather, slippery rocks, trails, irregular terrain, insects, poison oak, rough or fast-moving water, or cold-water temperatures. Work at high elevations or aboard boats may be required. A portion of the work is performed in an office setting with adequate lighting, heating and ventilation.

Qualifications

Minimum Qualification Requirements:

A range of experience and education may be presented. At the lower end of the range, candidates must present six months of General Experience* OR one year of education above the high school level that included at least six semester hours in any combination of scientific or technical courses. An equivalent combination of experience and education is also qualifying.

At the upper end of the range, candidates must present one year of Specialized Experience** OR a 4-year course of study above high school leading to a bachelor's degree with a major or at least 24 semester hours of coursework in any combination of scientific or technical courses. An equivalent combination of experience and education is also qualifying.

*General Experience is (1) any type of work that demonstrates the applicant's ability to perform the work of the position or (2) experience that provided a familiarity with biological sciences or the processes of the biological sciences.

**Specialized Experience is experience that equips the applicant with the knowledge, skills, and abilities to perform successfully the duties of the position and is typically in or related to the work of the position being filled.

Location

Tacoma Power-Cushman Project-Shelton, WA

Project Length

6+ months but less than 12 months

Position Type

Seasonal

Travel Requirements

0% - 25%

Benefits

Seasonal Year Employees working at least 30 hours a week are eligible to enroll in medical, dental and vision insurance, as well as short term disability, FSA and Deferred Compensation. Employees accrue sick time at a rate of 0.047/hour with a maximum of 96 hours per year, 12 paid holidays, bereavement and jury duty pay. All seasonal employees are eligible for 8 hours of personal leave at the beginning of the season, followed by an accrual rate of .016 per hour worked up to a maximum of 40 hours total.

Driving

State Vehicle - Valid driver's license required. Offers of employment contingent upon passing driving records check.

Salary Target

\$17.35 - \$28.33/HR/DOE

Closing Date

Jan 11, 2026

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PSMFC participates in E-Verify. We consider all qualified candidates legally authorized to work in the United States and able to provide proof of eligibility. PSMFC is unable to support visa sponsorships or extensions.

Pacific States Marine Fisheries Commission is an Affirmative Action (AA) and Equal Employment Opportunity (EEO) employer, and welcomes all qualified applicants. Applicants will receive fair and impartial consideration without regard to race, sex, color, religion, national origin, gender identity, age, mental or physical disability, sexual orientation, veteran status, genetic data, or other legally protected status.

If you have a disability and need assistance completing the application form, you may call the PSMFC Human Resources office at (503) 595-3100 between the hours of 8 a.m. and 5:00 p.m. PT, Monday-Friday. Reasonable accommodations for interviews will be provided upon request to individuals with disabilities.

We maintain a drug-free workplace.

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