



State of Washington

## Spawning Ground Surveyor - Scientific Technician 2 - Non-Perm - Four Positions - 2025-05809

<b>SALARY</b>	\$3,581.00 - \$4,771.00 Monthly	<b>LOCATION</b>	Thurston County – Lacey, WA
<b>JOB TYPE</b>	Full Time - Non-Permanent	<b>JOB NUMBER</b>	2025-05809
<b>DEPARTMENT</b>	Dept. of Fish and Wildlife	<b>OPENING DATE</b>	08/19/2025
<b>CLOSING DATE</b>	9/2/2025 11:59 PM Pacific		

### Description



**Title-** Spawning Ground Surveyor

**Openings-** Four (4)

**Classification-** Scientific Technician 2

**Job Status-** Full-Time/Non-Permanent

**Appointment/Season Length-** See below:

Two (2) positions: Sept.16-Dec.31,2025 - 3.5 months

Two (2) positions: Oct. 1 - Dec. 31, 2025 - 3 months

**WDFW Program-** Fish Program – Region 6

**Duty Station-** Lacey, Washington – Thurston County

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*Photo Caption: Pacific Lamprey – Photo Credit David Herasimtschuk*

The purpose of this position is to conduct stream surveys and to collect hatchery and wild Chinook, coho, chum, pink, sockeye, steelhead & lamprey spawning survey data in South Puget Sound watersheds and in Hood Canal. These data sets help determine hatchery vs. wild salmonid escapement estimates, run reconstruction, and forecasts used in fisheries management for both non-tribal sport and tribal commercial gillnet fisheries.

#### What to Expect-

Among the varied range of responsibilities held within this role, the Spawning Ground Surveyor will,

**Enumerate and monitor hatchery and wild salmon/steelhead redds plus live/dead fish counts with “Index” reaches surveyed every 7 –14 days.**

- New redds are numbered with flagging.
- Data is accurately recorded onto field cards. Data is checked for errors and summarized.
- Surveys conducted by foot, raft, drift boat, and or jet sled during all weather conditions and difficult terrain.
- Biological data (scales, fin marks, coded wire tag, otoliths, DNA) collected on dead fish.
- Survey includes enumerating Pacific and Brook lamprey visible redds and live/dead counts.

**Driving to and from surveyed reaches on both highway and off-road conditions.**

- Includes gaining access onto private properties, map reading, GPS coordinates, radio operations, vehicle maintenance and repairs.

**Enumerate and monitor salmon/steelhead redds plus live/dead fish counts with “Supplemental” type surveys during peak spawning. Visible redd and fish counts are recorded on field cards.**

- Data is checked for errors and summarized.
- Surveys conducted by foot, raft, drift boat, and or jet sled.
- Timing of surveys based upon “Index” type vis/cum. relationships.
- Biological data (scales, fin marks, coded wire tag) collected on dead fish.

#### **Misc. duties.**

- Including gear/equipment/vehicle maintenance and repairs, sampling lowland trout lakes, documenting habitat alterations within surveyed areas.
- Hatchery sampling, mainly Chinook, lengths, scales, check for CWT.

- Safety courses and/or online training as required.

**Survey schedule planning.**

- Tracking weather and stream flows.
- Data organization and error checking.

**Working Conditions:**

**Work setting:** Usually surveys alone or at times with other technicians or biologists in a wide variety of terrain and stream substrate conditions. Fieldwork is often done in inclement weather within varying stream flow and visibility conditions. Fieldwork can be strenuous while walking in or along streams with slick boulders, crawling over logjams, wading across riffles with moderate – fast current or maneuvering watercraft listed above. Repetitively lifting and maneuvering of equipment upwards to or greater than 40 pounds. Must be able to negotiate water in emergency situations.

**Schedule:** Generally, 40 hours per week. Workdays and hours are determined by weather, stream flows and visibility, and degree of spawning activity. A flexible hourly and daily work schedule is therefore needed to perform the assigned tasks. Weekends and holidays are included as potential workdays.

**Travel requirements:** Daily travel from duty station to work sites.

**Customer Interactions:** Maintain positive interactions with the public.

**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.

Please 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 6 semester or 9 quarter hours of natural science classes.

**License:** Valid driver's license.

**Special Requirements/Conditions of Employment:**

Successful completion of agency training and/or certification for assigned watercraft dependent on 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:**

- Elementary biology, in-the-field identification of live and dead salmonids, identifies, interpret, and monitor salmonid/lamprey spawning activity by species.
- Basic safe operation of rafts and boats in moving waters.
- Ability to clearly and concisely fill out field data forms.
- Basic computer data entry skills.

**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](mailto: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](mailto: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](mailto:support@neogov.com).

**Other questions:** If you have other questions regarding this position, please reach out to [diana.humes@dfw.wa.gov](mailto: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 07-21-2025

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#### Employer

State of Washington

#### Address

[View Job Posting for Agency Information](#)

[View Job Posting for Location, Washington, 98504](#)

#### Website

<http://www.careers.wa.gov>

### Spawning Ground Surveyor - Scientific Technician 2 - Non-Perm - Four Positions - 2025-05809 Supplemental Questionnaire

#### \*QUESTION 1

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

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**

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**

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**

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**

6 Select the type of sampling techniques you have performed. Select all that apply.

- ☐ Coded Wire Tag (CWT) collection.
- ☐ Fork length.
- ☐ Otolith collection.
- ☐ Scale sampling.
- ☐ Sex.
- ☐ Tissue sampling.
- ☐ None of the above

**\*QUESTION 7**

7 Please briefly describe your experience operating rafts and boats in moving waters. 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 8**

8 Do you have experience identifying fish (live and dead salmonids, trout, and lamprey)?



- ☐ Yes
- ☐ No

**\*QUESTION 9**

**9 Do you have experience identifying, interpreting, and monitoring salmonid and lamprey spawning activity by species?**

- ☐ Yes
- ☐ No

**\*QUESTION 10**

**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
- ☐ Indeed.com
- ☐ Job Board
- ☐ Job Fair
- ☐ LinkedIn
- ☐ MHCC - Mount Hood Community College
- ☐ Newspaper
- ☐ Other
- ☐ Other State Agency
- ☐ Other Website
- ☐ Professional Association
- ☐ Society of American Foresters (SAF)
- ☐ Texas A&M
- ☐ Twitter
- ☐ University Job Board
- ☐ UW College of the Environment
- ☐ WDFW Employee
- ☐ WDFW Recruiter
- ☐ WDFW Website
- ☐ Word of Mouth

☐ WorkSource

### QUESTION 11

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

### \*QUESTION 12

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