



State of Washington Fishery Sampler - Scientific Technician 2 - Career Seasonal - 2025-05832

SALARY	\$3,581.00 - \$4,771.00 Monthly	LOCATION	King County - Seattle - West Seattle, WA
JOB TYPE	Seasonal	JOB NUMBER	2025-05832
DEPARTMENT	Dept. of Fish and Wildlife	OPENING DATE	08/19/2025
CLOSING DATE	9/1/2025 11:59 PM Pacific		

Description



Working Title- Fishery Sampler

Classification- Scientific Technician 2

Job Status- Full-Time/Career Seasonal

Season Length- 5.5 Months – May 25 – November 7 annually. For 2025, the anticipated season length is September 16, 2025 – November 7, 2025.

WDFW Program- Fish Program – Fish Management Division

Duty Station- Seattle, Washington – King County

Please note: Salary listed does not include the 5% premium pay granted to all King County employees. In addition to the base salary, this position is eligible for 5% premium pay for positions located in King County.

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



Photo Caption – Chinook Salmon – Photo Credit: WDFW

With sustainability and conservation in mind, you will obtain stock composition of the fishery, age structure (scales), length information for legal and sublegal proportions, and hatchery/natural-origin proportions (clipped/un-clipped adipose fin status) for salmon fisheries.

This is an opportunity to collect and summarize recreational salmon, marine fish, and shellfish catch information, and to collect biological data to meet fisheries sampling goals.

WHAT TO EXPECT

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

Sample predominantly recreational fisheries for salmon, marine fish and shellfish catch to determine the catch per unit of effort and species composition to obtain valid sport catch estimates for salmon and other marine fish.

Sample salmon for coded-wire tags and collect biological data. May sample commercial salmon fisheries at fish buyers and plants.

- Interview as many recreational fishery anglers as possible at assigned boat launch facilities.
- Properly implement interview procedures and sampling protocols.
- Accurately record data on appropriate electronic or paper forms.
- Observe, count, and accurately identify all salmon and marine fish species.
- Sample all Coho and Chinook salmon with electronic coded-wire tag (CWT) detection devices (wand detectors).
- Classify, sort, and enumerate marked (adipose fin-clipped) tagged, marked untagged, unmarked tagged, and unmarked untagged salmon.
- Retrieve CWTs from the snouts of Chinook and Coho salmon to determine stock specific impacts for fisheries modeling.
- Sample recreational and or commercial salmon catch for biological data including DNA, age (scales), and sex ratios.

Data review and summary, public relations, maintenance duties, other duties as assigned.

- Conduct error checks of sampling data.
- Provide sport fishing regulatory information to the public.
- Liaison to regional supervisor on fishery violations observed in the field.
- Provide written reports on violations and may be called to give testimony informally or in court.
- Operate and maintain an agency vehicle as needed.

- Maintain sampling equipment.
- Daily use of iForms, MS TEAMS and email in Outlook.
- Complete other tasks as needed.

Working Conditions:

Work setting: Work is primarily conducted in the field. May encounter adverse weather and sea conditions, noise, odors, repetitive movements of hands, finger manipulations, long periods of sitting, squatting, walking, boating for angler interviews, climbing in and out of boats, sampling salmon in a boat, carrying, kneeling, heavy lifting (up to 40 lbs. unassisted) containers of fish, working and standing in confined space, fish blood and slime, slippery surfaces, biting and stinging insects, use of knives, may transport agency staff and equipment in agency vehicles. This position may involve working in or near water, including tasks that require navigating, negotiating, and performing duties related to water environments. Office hazards include working under fluorescent light, repetitively entering data into computer, looking at computer monitor for long periods of time, sitting or standing for long periods of time.

Schedule: Typically, 8- to 10-hours per day between 5 a.m. and 11 p.m., 40 hours per week. Weekend and evening work is required.

Travel requirements: Puget Sound area with seldom overnight travel. May be required to use personal vehicle for work when an agency owned vehicle is unavailable.

Customer Interactions: Interactions with co-workers from WDFW and Tribes, commercial harvester or fishers, salmon buyers, fish processors, recreational anglers and shellfishers; interacts with the public daily for fisheries data collection, and provide basic information regarding fisheries resources, as well as agency programs and activities. Provides sport fishing regulatory information to the public. Includes possible contact with individuals who are angry, distraught, or frustrated. Provides a high level of customer service to anglers and the general public. Liaison with regional supervisor and enforcement on fishery violations observed in the field.

QUALIFICATIONS:**Required Qualifications:**

Option 1: Graduation from high school or GED, including one year of high school science and two 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 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 is dependent on supervisory direction, position need, and training availability.

HSI First Aid/CPR within 6 months of hire.

Preferred Qualifications:

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

- Conducting creel and sampling fisheries in Puget Sound or a similar area.
- Identifying all salmon species and common Puget Sound marine fish and shellfish species.
- Salmon life history and sport fishing regulations.
- Commercial and sport fishing methods and gear.
- Working with members of the public.

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 - 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 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 #2025-05832.

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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

Employer

State of Washington

Address

[View Job Posting for Agency Information](#)

Fishery Sampler - Scientific Technician 2 - Career Seasonal - 2025-05832 Supplemental Questionnaire

*QUESTION 1

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

*QUESTION 2

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 3

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 4

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 5

Select the option below that best describes your experience as a Scientific Technician, experience in a laboratory, or field 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 6

Please list where you gained your experience as a Scientific Technician, experience in a laboratory, or field experience as an assistant to a biologist, chemist, or zoologist. Include the name of the organization(s) where you worked and dates of employment. FOR EXAMPLE: WDFW, F&W Biologist 3, 2020 – present. 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 7**

Do you have experience conducting creel and sampling fisheries in Puget Sound or a similar area?

- ☐ Yes, I have this experience.
- ☐ No, I do not have this experience.

***QUESTION 8**

Are you able to accurately identify all salmon species and common Puget Sound marine fish and shellfish species?

- ☐ Yes, I am able to identify these species.
- ☐ No, I am not able to identify these species.

***QUESTION 9**

Are you familiar with commercial and sport fishing methods and gear?

- ☐ Yes, I am familiar with commercial and sport fishing methods and gear.
- ☐ No, I am not familiar with commercial and sport fishing methods and gear.

***QUESTION 10**

Do you have experience working with members of the public?

- ☐ Yes, I have experience working with the public.
- ☐ No, I do not have experience working with the public.

***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
- ☐ 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 12

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

* Required Question