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Forage Fish and Shellfish Technician - Scientific Technician 2 - Permanent - 2025-07414

State of Washington Dept. of Fish and Wildlife • 3.4

Snohomish County, WA

\$3,581 - \$4,771 a month - Full-time

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High school diploma or GED

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No

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Job details

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Pay

\$3,581 - \$4,771 a month

Job type

Full-time

Encouraged to apply

- Military encouraged

Full job description

Description

Title- Forage Fish and Shellfish Technician

Classification- Scientific Technician 2

Job Status- Full-Time/Permanent

WDFW Program- Fish Program – Fish Management

Duty Station- Mill Creek, Washington – Snohomish County

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

Photo Caption: Shrimp Test Fishing – Photo Credit: WDFW

Are you passionate about the great outdoors and committed to promoting sustainable fishing opportunities? This is a unique opportunity to be a part of two (2) teams and collect data critical to the management of the Puget Sound's shellfish and forage fish resources.

In this dynamic role, you will split your time between the Marine Fish Science Forage Fish team (December–June) and the Puget Sound Shellfish team (June–December), both based at the Mill Creek office.

With your experience, you will conduct a variety of field work including sampling, commercial fishery observing, and assisting in test fishing, along with data entry, analysis, and assessment.

What to Expect-

Among the varied range of responsibilities held within this role, the Forage Fish and Shellfish Technician will,

Conduct field surveys of marine fish species:

- Conduct marine fish egg deposition surveys, which includes:
 - Deploying collection equipment in the field.
 - Identifying egg and algal species.
 - Trailering and operating small vessels.
 - Digitally entering and submitting data.
- Assist with routine maintenance of various vessels and equipment.
- Deploy and retrieve a variety of nets, including seines and plankton nets, in a marine environment.
- Direct duties of volunteers during field surveys.
- Assist with other marine fish field surveys, including acoustic surveys, mid-water trawl, seine, ichthyoplankton, hook and line, and townet surveys.

Serve as a recreational crustacean harvest assessment technician:

- Conduct creel surveys designed to evaluate recreational harvest, including counting, measuring, and weighing harvested shrimp, crab, bivalves, squid, and seaweed.
- Properly implement interview procedures and sampling protocols and accurately record data on appropriate electronic or paper forms.
- Collect catch record card (CRC) recording compliance data for the Puget Sound recreational Dungeness crab fishery.

- Conduct public outreach and education through fisher interviews focused on providing information on harvest regulations, shellfish species biology, and Puget Sound resource management.

Conduct port sampling and participate in at-sea collection of fishery-dependent biological and catch data:

- Collect fishing catch effort and biological data from the Puget Sound commercial shellfish fisheries through harvester interviews, examination of shellfish catches, and collection of various biological data.
- Participate in the collection of fishery-dependent biological and catch data from commercial crab and shrimp fisheries.
- Record and tabulate field data utilizing electronic devices, applications, and paper forms.

Process and analyze biological samples and perform other lab tasks under the supervision of a biologist:

- Collect biometrics and samples from forage fish, shellfish, and other marine fish via dissection.
- Analyze development, identify species, and interpret age of fish embryos and larvae.

Assist with data entry and review:

- Enter new and historic data into databases/spreadsheets and conduct quality assurance/control (QA/QC).
- Assist with the production of summary reports to biologists to support fisheries management decisions.

Working Conditions:

Work Setting, including hazards: This position works in the office, laboratory, and outdoors on beaches and marine waters using small boats during all times of the year.

Field work may include:

- Exposure to inclement weather, loud noises, fish blood and slime, possible punctures from fish spines or teeth, working on slippery and unstable surfaces with various nets, lines, cables, winches, and pot pullers which may pose a risk of entanglement, pinch points, and recoil.
- Danger from vehicles and vessels during boat launch and retrieval, rough water, odors, repetitive movements of hands, finger manipulations, and long periods of sitting, squatting, kneeling, walking, boating, and climbing in and out of boats.
- Frequently lifting or moving objects (such as portable gas tanks, scientific equipment, commercial crab pots, and buckets filled with crab) weighing up to 50 lbs., working in confined spaces, wearing bulky gear, use of knives, exposure to extreme weather, walking on uneven surfaces, and interacting with the public.
- This position may involve working in or near water, including tasks that require navigating, negotiating, and performing duties related to water environments.

Laboratory work may include:

- Long periods looking through a microscope, repetitive motion, fluorescent lighting, handling potentially dangerous chemicals, use of sharp tools, exposure to frozen or chemically preserved samples and specimens, and exposure to foul odors.

Schedule: December–June, the typical schedule is Monday – Thursday, 7:30 AM – 6:00 PM. This schedule may fluctuate to accommodate survey needs. During some times of the year, work may exceed 40 hours per week and be outside core working hours, including evening and weekend work.

Travel Requirements: Frequent daily travel to commercial dockside locations to sample fishery landings. Overnight travel is required (up to 3 times per month). Occasional long-term (approximately 2 weeks) travel assignments may occur.

Tools and Equipment: Boats, vehicles, trailers, personal computers, GPS, transducers, tablet, phone, microscope, chemicals, freezers, knives, pot pullers, tag readers, tag injectors, calipers, scales, personal floatation device (PFD)/float coat, and waders.

Customer Interactions: Frequent interaction with commercial/recreational fishers, Tribal, other government employees, and staff from non-governmental organizations and academic partners.

Qualifications:

Required Qualifications:

Option 1: Graduation from high school or GED, including one (1) 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 (1) 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 six (6) semester or nine (9) quarter hours of natural science classes.

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.

Preferred Qualifications:

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

Certifications/Licenses:

- Possession of a Washington State Boater Education Card or valid U.S. Coast Guard Marine Operator License.
- Completion of a Motorboat Operator Certification Course (MOCC) or Motorboat Operator Training Course (MOTC).

Experience:

Two (2) years or more:

- Using computers and software (such as spreadsheets, databases, statistical tools, word processing) to enter, compile, analyze data, and produce reports.
- Developing or using digital data collection tools (such as iForms).
- Utilizing a working knowledge of Microsoft Office Suite and email/internet for research and communication.

One (1) year or more:

- Safely trailering, launching, and operating small vessels on large bodies of water, including in inclement weather.
- Using fish collection methods such as seines, trawls, and/or tangle nets.
- Collecting and analyzing biological data from fish and/or fish eggs, including species identification, aging, development assessment, fecundity, and biometric measurements.
- Processing biological samples in a laboratory, including the safe handling of equipment and chemicals.
- Coordinating field schedules, logistics, or team operations to support assessment surveys or biological studies.

Six (6) months or more:

- Verbally communicating with staff, stakeholders, or the public in a professional setting.
- Developing written reports to present survey or study results.
- Collecting and sampling shellfish.
- Making timely decisions in changing field conditions.

Knowledge of:

- Fisheries management principles, including Washington State forage fish fisheries, regulations, and agency protocols.

Ability to:

- Manage complex field operations and demonstrate safe work practices.
- Handle multiple tasks or workloads and meet deadlines.

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 danielle.gustafson@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: 2025-1234 – 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 danielle.gustafson@dfw.wa.gov and reference job #2025-07414.

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