



BELLINGHAM TECHNICAL COLLEGE
invites applications for the position of:

Fisheries Instructor

OPENING DATE:

02/21/17

PRIORITY CONSIDERATION BY:

03/27/17 05:00 PM PST

DESCRIPTION:

Bellingham Technical College invites applications for one full-time one year temporary faculty assignment in the Fisheries and Aquaculture Sciences program. Continuation of position will be reviewed each fiscal year and is dependent upon funding. The position reports to the Dean of Professional Technical Education and is anticipated to begin in September, 2017.

The position follows the academic calendar. Evening and online instruction may be required elements of the position. Some weekend work may also be required. A supplemental contract for additional days in the summer may be issued. This position may also be on-call during off-hours for hatchery related business and emergencies.

The Fisheries & Aquaculture Sciences program prepares students for employment in a variety of fisheries occupations with emphasis on fish culture and aquaculture. Teaching content includes such subjects as: Aquatic Invertebrate Biology, Salmonid Biology, Fish and Shellfish Biology, Aquaculture Techniques, Hatchery Operations, Water Quality, Spawning and Sampling Techniques, Habitat Restoration Techniques, Fisheries Management, the Ecology of Rivers, Lakes and Streams and other related courses. This position will also interface with Western Washington University (WWU) and Northwest Indian College (NWIC) for students desiring a transfer degree program to both aforementioned institutions.

The program operates in partnership with several regional and statewide industries and agencies. This program operates the Whatcom Creek Hatchery at the Maritime Heritage Park in Bellingham, the Bellingham Hatchery at Whatcom Falls Park, and during certain times of the year, also assists with spawning at the Samish Hatchery in Burlington, WA. Additional administrative and coordination duties involve attendance at meetings, completing and sending reports to Washington Department of Fish and Wildlife regarding fish and egg counts by type, working and scheduling with various vendors for egg and fish carcass removal, and other duties as assigned.

The successful candidate will be expected to establish a successful and supportive learning environment for a diverse college student population with a wide-range of backgrounds and experiences. The teaching schedule will vary based on student and college needs and is expected to include instructional strategies that use in-person, simulation, blended, online, and hands on techniques.

POSITION DUTIES & RESPONSIBILITIES:

- Plan, develop and teach Fisheries and Aquaculture coursework including theory, lab and clinical instruction that are part of the Fisheries two-year Associate of Applied Science degree, Associate of Applied Science-Transfer degrees and/or Fisheries Resources certificate;
- Follow the academic schedule as approved by the Dean; teach assigned courses at the times and dates specified by the academic schedule;
- Apply necessary components of math, human relations, computer skills, and communications in the technical curriculum;
- Provide timely and accurate assessment feedback to students;
- Plan, supervise, and evaluate students' progress;
- Maintain related student records, evaluations, and progress reports;
- Develop, update and revise curriculum and lesson plans; conduct classroom discussions, lectures and demonstrations;
- Advise students;
- Hold office hours;
- Participate in program management;
- Participate in student recruitment activities;
- Consult with other college faculty and staff on issues relevant to students' success and retention;

- Contribute to the development and implementation of institutional effectiveness and outcome measures related to courses;
- Follow disciplinary procedures as prescribed and interact consistently and fairly with all students;
- Adapt to changing teaching schedules and situations (on campus, online, hybrid, etc.) as required by program;
- Effectively use computer applications where appropriate, including learning management systems;
- Adhere and ensure compliance with applicable safety laws;
- Work with local, regional and national employers to facilitate job and internship opportunities;
- Participate in community outreach activities;
- Participate in program and campus events;
- Serve on campus-wide committees;
- Effectively work with students, faculty, and staff from diverse backgrounds and experiences;
- Demonstrate respect for others;
- Work with the program advisory committee;
- Work collaboratively with the Washington State Fish and Wildlife department on all hatchery operations at the Bellingham hatchery and the Whatcom Creek hatchery;
- Work within College guidelines in purchasing supplies for the Fisheries and Aquaculture program and maintain the program budget;
- Work collaboratively as part of the Fisheries & Aquaculture department;
- Demonstrate and model professional work standards: conduct, work ethics, positive interpersonal skills, problem solving, teamwork within the college and department;
- Demonstrate a strong commitment to Bellingham Technical College's Mission;
- Perform other duties as assigned.

QUALIFICATIONS:

Minimum Required Qualifications:

- Associate degree in Marine Biology, Fisheries Biology, Aquatic Ecology, Aquatic and Fishery Sciences, Ocean Sciences, Natural Resources Management, or related field (five years of relevant industry experience may substitute for the degree requirement);
- Ability to use the Internet, Word, Excel, Outlook, and other computerized instructional technology required of the program;
- Ability to conduct stream and tidal surveys, and navigate uneven ground, regardless of the weather conditions;
- Strong positive interpersonal skills;
- Strong oral and written communication skills;
- Ability to work closely with other instructors;
- Ability to work with diverse student populations;
- Valid driver's license to travel from site to site.

New instructors must complete industrial first aid/CPR and maintain vocational certification as required by the Washington State Law and Bellingham Technical College rules.

Preferred Qualifications:

- Two or more years of experience in aquatic ecology, fisheries, hatchery operations or related field;
- Bachelor's, Master's or Ph.D. degree in Marine Biology, Fisheries Biology, Aquatic Ecology, Aquatic and Fishery Sciences, Ocean Sciences, Natural Resources Management, or related field;
- Recent instructional experience in Aquatic Invertebrate Biology, Fish and Shellfish Biology, Aquaculture Techniques, Hatchery Operations, Water Quality, Spawning and Sampling Techniques, Habitat Restoration Techniques, Fisheries Management, the Ecology of Rivers, Lakes and Streams or other related courses;
- Curriculum and course development experience;
- Experience using CANVAS or other online course management technology;
- Experience in habitat restoration and aquatic ecology;
- Supervisory and project management experience;

- Experience in both marine and freshwater ecology;
- Knowledge of shellfish aquaculture techniques;
- Experience raising and caring for aquatic organisms, including algae culture;
- Snorkel and SCUBA experience;
- Marine navigation experience and the ability to operate motorized watercraft;
- Proven experience working with state, federal, tribal, and private entities.

Knowledge, Skills & Abilities:

Knowledge, Skills & Abilities: *The knowledge, skills, and abilities listed below represent the characteristics and performance expectations of the position. Applicants do not necessarily need to enter the position with all of these knowledge, skills, and abilities.*

Knowledge:

- Knowledge and understanding of area of specialty;
- Knowledge of current educational teaching methods and strategies;
- Knowledge of institutional accreditation, planning, and continuous quality improvement;
- Knowledge, understanding, support, and commitment of the Bellingham Technical College Mission.

Skills:

- Strong classroom management skills;
- Excellent curriculum development skills;
- Effective skill in communications and human relations with populations having diverse socio-economic and racial backgrounds and persons with physical and/or learning disabilities;
- Excellent oral and written communication skills;
- Excellent interpersonal skills;
- Excellent collaborative skills;
- Creativity and presentation skills;
- Excellent organizational skills;
- Time management skills;
- Participate in professional development activities to remain current in program field and skills.

Ability to:

- Use educational technology and alternative delivery methods to deliver high-quality instruction (i.e. online, hybrid, and accelerated course formats, course software such as Canvas, video, ITV, etc.);
- Develop strong computer software skills, including MS Office Suite and learning management systems;
- Anticipate and adapt to the dynamically changing arena of post-secondary education, including the ability to perceive opportunity and assist the college in moving in new directions;
- Organize and effectively apply current and various curriculum concepts to a wide range of students with varying backgrounds and abilities and adjust teaching techniques accordingly;
- Assume responsibility; deal effectively with problems, and exercise independent judgment when making decisions;
- Develop and maintain good working relationships with students, colleagues, staff, administrators and other contacts;
- Work effectively with colleagues in an environment that promotes innovation, teaching, learning and service to a diverse student population;
- Work effectively in a participatory governance environment;
- Develop curriculum, including curriculum delivered via different instructional modalities;
- Participate in recruitment and articulation activities with local schools, colleges, and universities;
- Maintain subject matter currency;
- Develop Student Learning Outcomes and to determine their effectiveness in helping students achieve their desired learning outcomes;
- Utilize technology in the delivery of instruction and willingness to explore new technologies for instruction and learning;

- Work effectively with students, colleagues, staff and a community who represent a broad spectrum of ages, abilities, ethnicities, and educational, economic, and cultural backgrounds;
- Demonstrated sensitivity to and understanding of the diverse academic, socioeconomic, cultural, disability, and ethnic backgrounds of community college students and the community at-large;
- Ability to work with business, industry, and other educational institutions, and government agencies to establish partnerships;
- Work closely with Accessibility Resources for students with accommodation needs;
- Maintain absolute confidentiality of student records;
- Obtain and maintain First Aid and CPR certification.

Physical Work Environment:

Requires being mobile and standing for long periods of time; walking, stooping, bending and lifting; manual dexterity; repeated pushing, pulling and lifting of 50 or more pounds; bending, twisting, crouching, kneeling, and squatting; reaching below knees, knees to shoulders, above shoulder; moving freely from one building to another; working on uneven surfaces; work both indoors and outdoors, often in inclement weather conditions and extreme ambient temperatures (heat or cold); ability to work while standing in cold water wearing hip waders and rain gear; ability to swim; work from heights and utilize ladders and working at a computer.

SUPPLEMENTAL INFORMATION:

Salary Statement:

Salary range is typically \$43,919 to \$57,304 for an applicant with minimal levels of teaching and education experience and is based on a typical teaching schedule of 10 months, September through June, 187.5 days. High end of range is \$66,378 for those with previous related teaching experience and advanced educational degrees. Final placement is determined according to the current negotiated working agreement and based on an evaluation of work and/or teaching experience. Additional optional compensation may be paid above the 187.5 day contract rate subject to terms of the collective bargaining agreement such as eligibility for an annual \$2,500 stipend and extra optional days. Additional summer contract and compensation would be paid for summer quarter if program is in session and an assignment is available. This position is also eligible for a generous Washington State insurance and retirement benefits package.

Condition of Employment:

This position is represented by the Bellingham Educational Association (BEA). BEA membership or payment of equivalent representation fee is required.

Application Procedures and Deadline:

Required application materials must be submitted on-line at <http://agency.governmentjobs.com/btc/default.cfm> and received by 5 p.m. on March 27, 2017, PST, for priority consideration. Application materials received after this may be considered until the position is filled. More information about Bellingham Technical College is at www.btc.edu or contact the Human Resources office at 360 752-8354. BTC is not currently sponsoring H-1B Visa's.

Required Online Application Materials: (Prefer Word or PDF file for required attachments)

- Completed BTC on-line Employment Application including supplemental questions;
- Attach current resume;
- Attach a cover letter addressed to Human Resources that details how you meet each of the minimum required qualifications. Please also describe how you meet any of the preferred qualifications for this position;
- Official transcripts of any degrees listed will be required upon hire, but not as part of the application process.

Interviews are tentatively scheduled to be held on May 1 and May 3, 2017.

The application package and all materials submitted with it become the property of the college and will not be returned or considered for additional or future openings.

Mission: Bellingham Technical College provides student-centered, high-quality professional technical education for today's needs and tomorrow's opportunities.

Employment Eligibility Verification: Bellingham Technical College employs only United States citizens and lawfully authorized non-U.S. citizens. All new employees must show employment eligibility verification as required by the Department of Homeland Security.

Non Discrimination/Equal Opportunity: Bellingham Technical College does not discriminate against any person on the basis of race, color, religion, national origin, disability, sex, genetic information, or age in admission, treatment, or participation in its programs, services and activities, or in employment. All Inquiries regarding compliance with access, equal opportunity and/or grievance procedures should be directed to the Executive Director of Human Resources, Bellingham Technical College, 3028 Lindbergh Avenue, Bellingham, WA 98225; (360) 752-8354; email hr@btc.edu.

Disability Accommodations: Upon request, accommodations are available to persons with disabilities for the application process. Contact Human Resources at (360) 752-8354; email hr@btc.edu.

Position #2017-00005
FISHERIES INSTRUCTOR
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APPLICATIONS MAY BE FILED ONLINE AT:
<http://agency.governmentjobs.com/btc/default.cfm>

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