



# Lummi Indian Business Council

2665 Kwina Road · Bellingham, Washington 98226 · (360) 312-2000

*'Working together as one to Preserve, Promote and Protect our Sche Lang en'*

## **JOB ANNOUNCEMENT**

**JOB TITLE:** Shellfish Biologist  
Lummi Natural Resources (LNR)  
Harvest Management (HM)

**OPEN:** December 19, 2017

**EXEMPT:** Yes

**SALARY GRADE:** 9 (\$25.09-\$28.10)

**SHIFT:** Day

**LOCATION:** Tribal Administration

**DURATION:** Special Projects w/benefits;

Grant Funded position ends after 1 year, with possibility of extension

**CLOSES:** January 12, 2018

**JOB CODE:**

**DIVISION:** Harvest Management

**DEPARTMENT:** LNR

**SUPERVISOR:** Fisheries Harvest Manager

**VACANCIES:** 1

**JOB SUMMARY:** Under the direction of the Fisheries Harvest Manager, the Shellfish Biologist will primarily be responsible for developing and implementing adaptive management strategies for intertidal shellfish populations under current and future environmental conditions, and for increasing the Lummi Natural Resources Department's (LNR) capacity to monitor and assess shellfish populations within the Lummi Nation's usual and accustomed fishing grounds and stations. The incumbent will focus primarily on the fishery biology (e.g., life history, distribution, and abundance) of harvestable populations of clams, oysters and mussels, but also the fishery potential of other species, such as the invasive varnish clam. The incumbent will work in coordination with technical, management, and policy level staff from LNR and other agencies (federal, state, and local) to accomplish the department's goal of increasing tribal members' opportunities to harvest intertidal shellfish on both reservation and off-reservation beaches. The job will consist of a balance between office and field work. Although the incumbent will focus primarily on intertidal shellfish, work with other shellfish species (e.g., Dungeness crab and spot shrimp) is expected. This is a grant funded position; extension is based on availability of future funding.

**ESSENTIAL JOB DUTIES AND RESPONSIBILITIES** include the following, and other related duties as assigned.

### **A. Adaptive Management Plan**

1. Develop and implement a comprehensive intertidal shellfish harvest management plan that considers impacts from climate change and human activities, both on- and off-reservation
2. Identify and develop additional opportunities for off-reservation commercial, ceremonial, and subsistence harvest of intertidal shellfish to mitigate reduced opportunities on-reservation
  - a. Develop bait clam fisheries where appropriate
3. Address emerging concerns about aquatic invasive species
  - a. Monitor varnish clam and green crab distributions and abundance
  - b. Evaluate removal or reduction of undesirable invasive species

### **B. Stock Assessment**

1. Design and conduct field surveys of intertidal shellfish to estimate available harvestable biomasses on Lummi Reservation tidelands and off-reservation beaches
  - Recruit, organize and oversee staff, students and volunteers assisting with intertidal surveys
  - Data reduction and analysis; maintain and update clam survey database
2. Participate in population or life history assessments of other shellfish species, such as Dungeness crab, spot shrimp, geoduck clams, sea cucumbers and sea urchins

**C. Biotoxin and Water Quality Monitoring and Community Outreach**

1. Oversee compliance with regulatory requirements of the National Shellfish Sanitation Program
2. Monitor and analyze harmful algae bloom (biotoxin) dynamics and trends
  - Increase frequency and coverage of biotoxin sampling
  - Coordinate with Northwest Indian College regarding biotoxin testing
3. Coordinate with LNR Water Resources Division to track water quality issues that affect intertidal shellfish
4. Collaborate with local health authorities on communication instruments used to inform clam diggers and shellfish gatherers
  - Improve and evaluate public outreach and education

**D. Intertidal Shellfish Enhancement**

1. Collaborate with LNR Shellfish Hatchery staff on enhancement strategies and projects
  - Coordinate intertidal shellfish habitat improvements such as graveling and seeding select beaches
  - Clam and oyster out-planting strategies
  - Where applicable and/or allowed, develop off-reservation intertidal shellfish aquaculture plans

**E. Management**

1. Develop partnerships and collaborations outside of LNR
2. Health related: Northwest Washington Indian Health Board, Whatcom County Health Department, and Washington Department of Health
3. Harvest related: Other treaty tribes and Washington Department of Fish and Wildlife (WDFW)
4. Coordinate with LNR Enforcement Patrol concerning intertidal shellfish harvests
5. Participate in the development of annual harvest management plans with the co-managers
6. Write and issue commercial harvest regulations and ceremonial & subsistence (C&S) permits
7. Estimate C&S harvest levels
8. Provide technical support for management of other shellfish species

**F. Administrative (other duties as assigned)**

1. Lead or assist in efforts to seek grant funding to mitigate deleterious climate-driven habitat changes that affect shellfish species
2. Compile summary landings data for shellfish species as needed
3. Monitor commercial, ceremonial and subsistence shellfish harvests as needed

**MINIMUM QUALIFICATIONS:**

- Bachelors Degree in Fisheries, Marine Biology, Environmental Science or other related discipline from an accredited university and three years of relevant work experience
- **OR** Master's Degree in Fisheries, Marine Biology, Environmental Science or other related discipline from an accredited university and two years of relevant work experience
- Possess and maintain valid Washington State Driver's license and meet eligibility requirements for tribal insurance
- Lummi/Native American/Veteran preference policy applies

#### **KNOWLEDGE, ABILITIES AND SKILLS:**

- Technical writing, data processing and analysis, and effective communication skills
- Proficient with Windows Office, including Microsoft Access, and experience with ArcGIS or similar GIS software
- Knowledge of marine invertebrate biology and ecology, preferably shellfish species of Puget Sound
- Ability to travel regionally and to work a flexible schedule in the office and field, sometimes in inclement weather
- Must be physically fit and able to: Walk long distances (>1 mile) on beaches, sometimes carrying heavy field gear and samples (>50 lbs) for extended periods of time lift heavy bags of clams and gear (>50 lbs) and sample (dig) multiple areas of a beach within a short period of time
- Must be a highly motivated self-starter who is willing to work independently or in a small group while following specific management and policy objectives

#### **REQUIREMENTS:**

- Must pass pre-employment and random drug and alcohol test to be eligible for and maintain employment, as required by the LIBC Drug & Alcohol Free Workplace Policy
- Position requires extensive Criminal Background Check
- Possess and maintain valid Washington State Driver's license and meet eligibility requirements for tribal insurance
- Lummi/Native American/Veteran preference policy applies

#### **TO APPLY:**

To obtain a Lummi Indian Business Council (LIBC) application go to: <http://lnnr.lummi-nsn.gov/LummiWebsite/Website.php?PageID=376> or request by e-mail [libchr@lummi-nsn.gov](mailto:libchr@lummi-nsn.gov) For more information contact the HR front desk (360) 312-2023. Submit LIBC application, cover letter, resume & reference letters no later than 4:30 p.m. on the closing date listed above. If listing degrees or certifications include copies. Mailing Address: 2665 Kwina Road, Bellingham, WA 98226. Human Resource Fax number: 360-380-6991.