

POSITION DESCRIPTION

Position Title: **FISH CULTURIST II**
Category: Full time, regular, full benefits
Payroll Classification: Hourly, Non-exempt
Organizational Unit: Operations
Location: Hatchery or Remote Field Station
Customary Work Hours: 8:00 – 5:00, Monday - Friday
Supervisor's Title: Hatchery Manager
Effective Date: January 1, 2016
Approved By: _____ Date: _____

Basic Function: Fish Culturist II functions as part of the hatchery operations team in the cultivating and rearing of fish. Under supervision, initiates, supervises and performs complex professional or technical field, laboratory, or office work, or directs major segments in various phases of hatchery operations. Independent judgment is exercised with written procedural approaches and only unique and complex situations referred to the supervisor.

Distinguishing Characteristics: This class is the senior working level of the fish culturist series. Incumbents perform a variety of complex fish culturist tasks and may act as the technical project leader of a hatchery project. Independent judgment and performance is exercised in initiating and/or implementing hatchery projects, processes and schedules. Incumbents may supervise technical personnel.

Fish Culturist II is distinguished from the I level in that incumbents manage hatchery projects and serve as acting manager of the hatchery in the absence of the Hatchery Manager and the Assistant Manager.

Description of duties and tasks:

- **Fish propagation:** Enumerating, caring, killing, spawning and disposing of carcasses; preparing, cleaning and maintaining incubator; monitoring and maintaining water quality; loading, enumerating, picking and caring for egg/alevin; rearing, enumerating and setting up outmigration of fry; perform other general duties associated with fish culture operations.
- **Fish Harvest:** Preparing, repairing and maintaining harvest equipment; loading, transporting, caring for and unloading harvest pens; collecting and recording fish harvest management data.
- Prepares feeding and rearing schedules based on calculated growth rates; prepares feed; supervises and/or performs necessary feeding activities.

- Establishes fish loading densities, oxygen delivery levels, and water temperature control measures for the transport of fish via specialized containers.
- Supervises and participates in egg-taking, egg care, otolith marking, and outmigration operations that meet prescribed performance standards.
- Maintains and adjusts calculated quantities, temperatures, and dissolved gas levels of water supplies to provide desired quality, quantity, and temperature to incubation and rearing units. Takes water samples. Cleans water and bacterial filters, ponds, troughs, tanks, incubators, screens, and work areas.
- Analyzes data, facts, and information, and draws logical conclusions. Performs data entry or analysis using computers and software.
- Performs gross examination of fish for diseases or nutritional disorders and reports results.
- Operates and adjusts hatchery apparatus such as pressurized water filters, automatic fish feeders, electronic egg and fish counters, electronic measuring devices, and ultraviolet and ozone depuration equipment.
- Assists higher level operations staff in conducting various biological studies such as rearing, ecology observations, lake surveys, and marked fish recovery.
- Takes samples from commercial fisheries catches for data on species, size, age and sex composition; collects scales, otoliths, ovaries or other biological specimens, scale mounting.
- Performs simple functions in the areas of personnel, procurement and supply to maintain a steady workflow for daily scheduled tasks.
- Assists Hatchery Manager in the area of supply procurement and quarterly ordering as it applies to project budgets.
- Recommends procedures, techniques and new equipment to improve work efficiencies or adaptation to new techniques.
- Effectively interacts with public and directs inquiries to appropriate department or persons.
- Performs related duties as assigned.

Knowledge, Skills, and Abilities:

Knowledge of fish hatchery operations and procedures; principles and practices of aquaculture, collection and care of aquatic biological specimens; fish life in Alaska, including the kinds, distribution and importance of various species, their habitats and requirements; methods of preparing fisheries development and improvement projects; data processing equipment; and the principles of planning, organizing and/or conducting research

Ability to perform physically demanding work; do routine maintenance and care of tools and equipment and make minor repairs; analyze biological data, facts of information and draw logical conclusions; conduct studies by analyzing and evaluating results and preparing reports; understand and carry out detailed technical instructions; understand and follow written and oral instructions; operate laboratory

equipment, perform routine laboratory tests and maintain records; train and lead lower level technicians; and meet and assist the public courteously.

Essential Functions: Work performed at any hatchery or remote location as needed. Must be able to move about freely; work outdoors in all weather conditions; ability to lift and carry 50 pounds; ability to climb stairs and ladders; ability to climb aboard and about vessels and small aircraft; work around water – on docks and floats; use telephones and computers unimpaired. Must be able to read, write, speak and understand the English language. Must be able to hear and see to receive verbal and written instructions.

Minimum qualifications:

- a. Bachelor's degree from an accredited college with a major in fisheries science or a closely related field; and two years of experience as an advanced level fish and wildlife technician or aide.

Substitutions:

- Four years of any combination of progressively responsible work experience in aquaculture or mariculture and/or post-secondary education from an accredited college (3 semester/4 quarter hours equal one month) in aquaculture, aquatic ecology, fish biology, fisheries, fisheries resources, fisheries sciences and management, fisheries technology, marine biology, natural resource management, oceanography, or veterinary science will substitute for the required bachelor's degree.
- b. Must have a current driver's license and pass a pre-employment drug test.

Positions Supervised: Lower level fish technician.