Job Description – Biological Technician

FOCUS: Watershed Restoration, Monitoring and Assessment
LOCATION: CFS Watershed Sciences Lab, Issaquah, WA

Overview: Cramer Fish Sciences (CFS) is a fisheries consulting firm that conducts research and monitoring throughout the Pacific Northwest and California. Our mission is to rigorously apply the scientific method to afford our clients innovative, scientifically robust solutions to address a variety of fisheries and environmental challenges. The CFS team achieves this through effective and unbiased data collection, insightful analysis and interpretation, and clear communications and publication of results in scientific journals. The Biological Technician provides entry-level support for the organization by assisting Biologists in conducting fieldwork and data collections, literature reviews, data analysis and problem solving.

Essential Duties and Responsibilities:
- Perform hands on work which may include fish trapping and tagging, visual estimation techniques (e.g., snorkeling, redd surveys), collecting data on the physical environment (e.g., water quality, channel bathymetry) and taking measurements of individual specimens
- Perform habitat assessments including surveys of stream habitat condition, measurements of streamside vegetation conditions, and water quality monitoring
- Conduct data collection, entry, and organization and basic analysis of fisheries and aquatic habitat related data
- Prepare and organize the upkeep of all equipment and supplies needed for field work
- Assist Lead Biologists on various tasks including: collecting data, literature reviews, performing statistical analyses and problem solving for various projects, studies and other assignments
- Perform other duties as assigned

Critical Knowledge, Skills and Abilities (required):
- **Project Management Skills**: Assist Biologists on several projects and serve as support for all preparation of needed materials, data collection and necessary equipment in order to successfully complete the project.
- **Team Leadership Skills**: Within a team and Employee Stock Ownership Plan (ESOP) culture, sets personal high performance and quality standards to contribute to team success. Views all members of the team as critical and important and treats team members with respect and professionalism.

Personal Attributes
- Knowledge of fisheries, forestry or wildlife studies
- Safety conscious in all aspects of field and office work
- Ability to work independently or as part of a team with strong organization and coordination skills
- Approaches work from a high-energy, efficient standpoint
- Ability to handle multiple tasks with overlapping deadlines
- Ability to accurately interpret and follow established guidelines and procedures
Ability to produce accurate, timely and quality work products and be accountable for meeting objectives
- Ability to work collaboratively with others to resolve problems
- Excellent verbal and written communication skills; able to express and exchange ideas
- Strong customer service ethic in delivery of services
- Positive energy as evidenced in an optimistic outlook, a sense of humor and a disposition to encourage

Desired Experience
- Experience operating boats, outboard motors, 4-wheel drive vehicles, trailers and other equipment utilized in field surveys and studies
- Demonstrated skills operating hand tools, including saws, drills, jacks, etc. and perform maintenance on various equipment
- Environmental science experience including, stream ecology, ichthyology, fisheries, limnology
- Familiarity with ArcGIS and R statistical computing package

Education/Minimum Qualifications:
- Bachelor’s degree in Fisheries, Forestry, Biology or an equivalent field
- May be required to possess a Scientific Collecting Permit
- Basic level proficiency with MS Office Suite
- Entry-level skills in data entry into databases, developing graphs and mild data analysis

Working Conditions and Physical Demands:
- Must be comfortable working in the aquatic environment including working from a boat platform, swimming and wading in rivers and streams
- Must be able to work effectively in inclement weather in remote locations
- Ability to lift 50 pounds
- Possible long periods of computerized data analysis in an office environment
- Working irregular hours in various kinds of weather and potentially rugged terrain on occasion in order to meet project deadlines
- Travel field work may require extended travel to remote areas for 2-5 days at a time, over long distances and in potentially inclement weather.

Compensation and Benefits:
- Competitive base salary based on qualifications
- Health and retirement benefits
- Incentive pay structure available
- CFS is an Employee Stock Ownership Plan (ESOP) company

Closing Date: August 19, or until filled.
Location: Issaquah, WA
How to apply:
Please send cover letter and resume to Phil Roni at: hr@fishsciences.net.