

Assistant Fisheries Management Biologist

Salary

\$45,864.00 - \$67,974.40 Annually

Location

Solon - 52333 - Johnson County, IA

Job Type

Full-time

Job Number

25-01035

Agency

542 Iowa Department of Natural Resources

Opening Date

10/23/2024

Closing Date

11/6/2024 11:59 PM Central

LinkedIn Tag

#LI-POST

Point of Contact

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To Apply

The Department of Natural Resources encourages all applicants to upload a current resume and cover letter to their online application.

Job Description

Only applicants who meet the Minimum Qualification Requirements and meet all selective requirements (listed below) will be placed on the eligible list.

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The Iowa Department of Natural Resources (DNR) is seeking a highly motivated and skilled individual to join our team as an Assistance Biologist in the Lake Macbride Fish Management District. This position is based in the charming community of Solon, located in the heart of eastern Iowa, known for its scenic landscapes, rich outdoor recreational opportunities, and small-town hospitality. Solon is ideally situated near Lake Macbride State Park and the Coralville Reservoir, making it a perfect destination for those who value fishing, hiking, boating, and other outdoor activities. The area is also a short drive from the vibrant city of Iowa City, home to cultural, educational, and entertainment options.

As an Assistant Fisheries Management Biologist, you will play a key role in managing fisheries resources across a 10-county area. This position focuses on preserving and enhancing Iowa's aquatic ecosystems while providing excellent angling opportunities for the public. The ideal candidate is passionate about fisheries

conservation, enjoys hands-on fieldwork, and is ready to take on diverse responsibilities ranging from fish population surveys to public outreach. Major duties of this position include, fisheries management responsibilities, data collection and management, equipment and facility maintenance, public outreach, and assisting with other DNR programs.

This position assists the Biologist, with all aspects of fisheries management for the aquatic resources in this district, including:

- Prepare lake and stream management plans and aquatic vegetation management plans.
- Apply aquatic labeled herbicides to control aquatic plants as described in aquatic vegetation management plans.
- Design, construct and assess habitat improvement projects for public waters within the district. Work to improve angler access to district resources and assist with the preparation of fish stocking requests for area lakes and streams.
- Conduct special projects and other duties as requested.

This position is responsible for conducting field sampling, collecting biological and habitat data, and data management and summarization for the Lake Macbride Fish Management District. The Assistant Biologist will often lead others in this work, with minimal supervision, so they should be knowledgeable of techniques used in sampling fish populations, vegetation, and habitat in lakes and streams/ivers; and basic data management and analyses. Specific duties include:

- Draft an annual sampling plan for lakes and streams in the Lake Macbride Fish Management District for the Biologist's review and approval. Sampling will follow standardized protocols established by the Fisheries Bureau.
- Carry out annual sampling plan by collecting: fish using standard sampling gear (e.g., fyke nets, hoop nets, electrofishing) and other specialized gears as warranted; vegetation and habitat data using appropriate procedures; and otoliths, spines, scales, and other calcified structures for estimating age for various fish species.
- Oversee and instruct field crews (e.g., seasonal/temporary workers, volunteers, other permanent staff) to ensure data collection conducted by field crews is done in a proper (scientifically acceptable and consistent with standard sampling protocols) and timely manner. In preparation for and during field surveys, the Assistant Biologist will answer questions about sampling procedures, distribute and balance the workload, and monitor/check work completed by the field crew. This requires organizational, supervisory, and quality control responsibilities.
- Estimate age of collected fish from scale, otolith, spines, and other calcified structures. Collect measurements for back-calculations of growth and condition using current technology and software. Process other samples from fish and vegetation as needed
- Record and input data in a timely and professional manner according to established protocols. Enter data, and oversee data entry completed by

seasonal/temporary staff, into appropriate databases and data systems; conduct QA/QC procedures.

- Conduct preliminary data analyses, draw conclusions, prepare management recommendations, and produce final data summaries to present to the Natural Resource Biologist. Prepare reports or subsections of reports as required. This requires a familiarity and working knowledge of basic word processing, spreadsheets, databases, and statistical programs. Design and construct figures, graphs and visual aids for reports, professional meetings, and for the public. This requires a familiarity with computer graphics software and basic format of graphical design for clearly interpreting results.

Equipment/Facility Maintenance and Safety.

- Perform building and area maintenance in such a manner that facilities are clean, organized, and in safe condition. Any safety hazard is to be reported to the supervisor immediately.
- Perform daily and seasonally maintenance on vehicles, boats, outboard motors, electrofishing equipment, and other equipment.
- When necessary repair all equipment, vehicles and facilities assigned to the district. Equipment must be “ready to go,” under repair, or properly disposed of according to Inventory Guidelines. Vehicles must be clean, serviced – including PMI’s – and present a professional appearance.
- Perform field troubleshooting and be able to carry out most routine repairs and modifications to sampling equipment in the field.
- Fabricate specialized equipment as necessary. Maintain adequate supplies for facility and equipment maintenance.

Public outreach and angler recruitment, retention, and reactivation - this position participates in many aspects of the Fisheries Bureau's information and education programs to promote fishing in Iowa and to provide information concerning on-going projects to the general public. This requires the Assistant Biologist to keep current on area DNR programs, projects, and issues so that information can be conveyed to the general public accurately, or those individuals can be referred to the proper DNR personnel. Specific duties include:

- Respond to public inquiries, both in writing and orally – whichever is appropriate, concerning fishery related issues. As requested, participate in those presentations associated with the Iowa State Fair and Sport Shows.
- Participate in youth fishing clinics, outdoor classrooms and aquatic education activities.
- Assist other fisheries personnel with outdoor classrooms, fishing clinics or other programs as requested with supervisor approval.
- Prepare and deliver oral presentations to interested angler groups, sport shows, radio and/or TV programs, school programs, and professional meetings.

- Assist in development of communication materials, including news releases, website material, fact sheets, newspaper articles, social media posts, and the Iowa Outdoors magazine.

Assist other fisheries professionals

- Assists other management, research, and culture personnel with programs and projects with Natural Resource Biologist approval.
- Assist Aquatic Invasive Species, Vegetation Management, Community Fishing, and Lake Restoration staff with implementing these statewide programs in the Lake Macbride Fish Management District.
- Each spring, assist the culture section, with broodstock collection and egg taking operations.

If you're passionate about fisheries management and eager to make a tangible impact on Iowa's aquatic resources, we encourage you to apply. Join us in our mission to preserve and enhance Iowa's fisheries while providing exceptional recreational opportunities for the public. The Iowa DNR offers competitive benefits and a collaborative, supportive work environment.

College or university students that are pending graduation in December 2024 with a Bachelor's Degree in a natural science are eligible to apply for this position.

Essential Functions

Operate outboard motor and boat and negotiate steep stream banks with a 50 lb Backpack Shocker.

Samples fish and habitat utilizing standard operating procedures, and collects data for applied fisheries projects.

Processes lab samples using scientifically accepted protocols.

Enters, manages, analyzes, and interprets data.

Communicates (verbally and in writing) fish management findings and fishing information to peers and the public.

Work with computer software applications including Microsoft Office and Fisheries Bureau databases.

Performs maintenance of buildings, grounds, and equipment.

Schedules and oversees the work of AIS and fish management seasonal aides.

Critical Job Competencies

Accountability, Customer Focus, Communication Skills (written and oral), High Productivity, Integrity, Interpersonal Skills, Self-Management, Team Player, Technical Skills (fisheries biology and equipment maintenance), Computer Skills, Critical Thinking, Reasoning, Problem Solving, Attention to Detail.

What You Get From Us:

- A competitive pay plan and rewarding work.

- Insurance benefits that start the first of the month following 30 days of employment.

(Premiums can start as low as \$64/month for single and \$210/month for family coverage).

- Separate vacation and sick leave accruals that start on the first day and can roll over annually.
- Nine paid holidays/year.
- Iowa Public Employee Retirement System (IPERS) retirement package with employer match.
- Optional deferred compensation (457/401A) plan with employer match.
- Professional training opportunities.
- Family friendly and professional work environment.
- Employee Discount Programs (vision, cellular, fitness, recreation, season passes, travel, counseling)
- The State's total compensation package features benefits that are worth about 30% of your total compensation. For a list of additional benefits, please visit the [DAS website](#) for more information.

Comments

Pesticide applicators license with category 5 certification (obtain within 6 months of initial employment) required.

The starting salary for new state (Executive Branch) employees is expected to be at the base of the pay range. Additional salary increases may occur after the first six months, and then annually (if applicable). The State's total compensation package features an outstanding set of employee benefits that are worth about 30% of your total compensation. Visit the [DAS website](#) for more benefit information.

For more information about DNR Employment Opportunities and position specific notices, please visit the [DNR Employment](#) website.

The State of Iowa is an Equal Employment Opportunity Employer.

Iowa DNR Mission

To conserve and enhance our natural resources in cooperation with individuals and organizations to improve the quality of life in Iowa and ensure a legacy for future generations.

Selectives

900 Fisheries Biology

6 months' experience, 12 semester hours, or a combination of both.

Minimum Qualification Requirements

The equivalent of three years of full time experience involving facilities maintenance in plumbing, electrical, and/or heating and cooling, or technical work in a biological, horticultural, conservation, or natural resources program;

OR

an equivalent combination of education and experience substituting 30 semester hours of college level course work in a biological or natural resources program for each year of the required experience;

OR

employees with current continuous experience in the state executive branch that includes the equivalent of 12 months of full-time experience as a Natural Resources Technician 1 shall be considered as qualified.

For additional information, please click on this [link to view the job description](#). ([Download PDF reader](#))

Additional Qualification Requirements

Certain designated positions require the employee to be certified by the Iowa Department of Agriculture and Land Stewardship as a Pesticide Applicator within a period of time as determined by the appointing authority at the time of hire.