

**Working Title: NR Spec Fisheries**  
**Job Class: Natural Resources Specialist Fisheries**  
**Agency: MN Department of Natural Resources**

- **Job ID:** 81582
- **Location:** Peterson
- **Telework Eligible:** No
- **Full/Part Time:** Full-Time
- **Regular/Temporary:** Unlimited
- **Who May Apply:** Open to all qualified job seekers
- **Date Posted:** 11/06/2024
- **Closing Date:** 11/26/2024
- **Hiring Agency/Seniority Unit:** Department of Natural Resources
- **Division/Unit:** Fish and Wildlife
- **Work Shift/Work Hours:** Day Shift
- **Days of Work:** Monday - Friday
- **Travel Required:** No
- **Salary Range:** \$24.42 - \$35.43 / hourly; \$50,988 - \$73,977 / annually
- **Job Class Option:** Hatchery
- **Classified Status:** Classified
- **Bargaining Unit/Union:** 214 - MN Assoc of Professional Empl/MAPE
- **[Designated in Connect 700 Program for Applicants with Disabilities:](#)** Yes

**The work you'll do is more than just a job.**

At the State of Minnesota, employees play a critical role in developing policies, providing essential services, and working to improve the well-being and quality of life for all Minnesotans. The State of Minnesota is committed to equity and inclusion, and invests in employees by providing benefits, support resources, and training and development opportunities.

**Location: 28376 County Road 25 South, Peterson, MN 55962**

## **Job Summary**

This position will be responsible for assisting with the operation and maintenance at Peterson Hatchery. This position also assists with hauling and stocking trout, and informing and educating the public about trout hatcheries.

Primary responsibilities include:

- Participate in fish culture and stocking so that proper fish culture methods are used and production and stocking goals are met in a timely, efficient manner.
- Perform water quality monitoring as directed. Perform water sampling in accordance with the NPDES/SDS permit and manure management regulations as set forth by the Minnesota Pollution Control Agency (MPCA).
- Maintain facilities, equipment, and grounds so that a safe, efficient and attractive work environment is preserved, and so that equipment repairs and replacement are minimized.
- Complete required administrative duties. Inform and educate stakeholders about hatchery operations. Complete required training by specified deadlines.
- Keep informed about and follow all applicable regulations and policies.

This position will be required to work weekends on a rotating schedule approximately every 4 weeks.

## **Qualifications**

### **Minimum Qualifications**

Bachelor's Degree in aquaculture, fisheries management, aquatic biology or closely related area.

Experience in basic carpentry, plumbing, electrical, metal working applications, and power tool operation.

Human relations skills to provide direction and develop staff, demonstrate team and consensus building skills, and maintain good working relationships with hatcheries and other internal and external partners.

Project management skills/experience sufficient to maintain a positive working environment and timely completion of work/projects.

Working knowledge of raising and stocking salmonids in intensive management systems.

Knowledge of fish health management, waste water management and fish nutrition.

Written and oral communication skills sufficient to inform the public of fish culture programs and to communicate effectively with other staff.

Ability to work in adverse weather and environmental conditions.

Computer skills including knowledge of databases, spreadsheets and word processing sufficient to create and write reports and access data.

Basic knowledge of heavy equipment (mid-size tractors) and UTV operation.

\*Position requires a Class B Driver's License (CDL), passing a pre-employment drug screen and participation in the DNR ongoing random screening program. Otherwise qualified applicants who do not have a valid Class A will be allowed up to six (6) months to acquire one, as a condition of employment.\*

### **Preferred Qualifications**

Experience working in a coldwater hatchery.

Technical experience in coldwater fish propagation in a natural resources organization.

Technical experience in fish management and/or fish propagation.

Completion of USFWS short courses or equivalent in fish health and coldwater fish culture.

Lead work skills/experience.

Experience with data management, statistical analysis, and report preparation.

### **Additional Requirements**

This position requires an unrestricted Class B Driver's License with a tanker and air brake endorsement. The selected applicant will be required to pass a pre-employment drug screen. Employees who are required to retain this license will be included in a random

drug and alcohol testing program.

Applicants must have the ability to meet the physical requirements and work in the environmental conditions of the position, with or without reasonable accommodations.

In compliance with federal law, all persons hired will be required to verify identity and eligibility to work in the United States and to complete the required employment eligibility verification form upon hire. Candidates must be legally authorized to work in the United States without sponsorship for employment visa status (e.g. H1B status).

It is policy of the Department of Natural Resources that all candidates submit to a background check prior to employment. All job offers are contingent upon passing the following components:

- Conflict of Interest Review
- Criminal History Check
- Education Verification
- Employment Reference / Records Check
- License / Certification Verification

## **Application Details**

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### **How to Apply**

Select "Apply for Job" at the top of this page. If you have questions about applying for jobs, contact the Careers Help Desk at [651-259-3637](tel:651-259-3637) or email [careers@state.mn.us](mailto:careers@state.mn.us). For additional information about the application process, go to <http://www.mn.gov/careers>.

### **Contact**

If you have questions about this position, contact Shawn Haase at [shawn.haase@state.mn.us](mailto:shawn.haase@state.mn.us) or [507-875-2625](tel:507-875-2625).

To receive consideration as a Connect 700 Program applicant, apply online, email the Job ID#, the Working Title and your valid Proof of Eligibility Certificate by the closing date to Elyse Anderson at [elyse.anderson@state.mn.us](mailto:elyse.anderson@state.mn.us).

If you are an individual with a disability and need reasonable accommodation to assist with the application process, please contact the ADA Coordinator at [ADA.DNR@state.mn.us](mailto:ADA.DNR@state.mn.us).

### **Working together to improve the state we love.**

What do Minnesota's State employees have in common?

- A sense of purpose in their work
- Connection with their coworkers and communities
- Opportunities for personal and professional growth

### **Benefits**

As an employee, you'll have access to one of the most affordable health insurance plans in Minnesota, along with other benefits to help you and your family be well.

**Your benefits may include:**

- Paid vacation and sick leave
- 12 paid holidays each year
- Low-cost medical, dental, vision, and prescription drug plans

- Fertility care, including IVF
- Diabetes care
- Dental and orthodontic care for adults and children
- 6 weeks paid leave for parents of newborn or newly adopted children
- Pension plan that provides income when you retire (after working at least three years)
- Employer paid life insurance to provide support for your family in the event of death
- Short-term and long-term disability insurance that can provide income if you are unable to work due to illness or injury
- Tax-free expense accounts for health, dental, and dependent care
- Resources that provide support and promote physical, emotional, social, and financial well-being

**Support to help you reach your career goals:**

- Training, classes, and professional development
- Federal Public Service Loan Forgiveness Program (Some positions may qualify for the Public Service Loan Forgiveness Program. For more information, visit the Federal Student Aid website at [studentaid.gov](http://studentaid.gov))

**Employee Assistance Program (EAP) for work/life support:**

- A voluntary confidential program that helps employees and their families with life challenges that may impact overall health, personal well-being, or job performance
- Common sources of stress can be addressed through the EAP: mental health, relationship challenges (personal and work), grief and loss, finances, and legal issues
- Daily Living/Convenience Services: Chore services, home repair, trip planning, child/elder care

**Programs, resources and benefits eligibility varies** based on type of employment, agency, funding availability, union/collective bargaining agreement, location, and length of service with the State of Minnesota.

**EQUAL OPPORTUNITY EMPLOYERS**

Minnesota state agencies are equal opportunity, affirmative action, and veteran-friendly employers. State agencies are committed to creating a workforce that reflects the diversity of the state and strongly encourages persons of color and Indigenous communities, members of the LGBTQIA2S+ community, individuals with disabilities, women, and veterans to apply. The varied experiences and perspectives of employees strengthen the work we do together and our ability to best serve Minnesotans.

All qualified applicants will receive consideration for employment without regard to race, color, creed, religion, national origin, sex (including pregnancy, childbirth, and disabilities related to pregnancy or childbirth), gender identity, gender expression, marital status, familial status, age, sexual orientation, status regarding public assistance, disability, veteran status or activity in a local Human Rights Commission or any other characteristic protected by law.

**APPLICANTS WITH DISABILITIES**

Minnesota state agencies make reasonable accommodations to their employees and applicants with disabilities. If you have a disability and need assistance in searching or applying for jobs with the State of Minnesota, call the Careers Help Desk at [651-259-3637](tel:651-259-3637) or email [careers@state.mn.us](mailto:careers@state.mn.us) and let us know the support you need.

**How to Apply:**

Go to: <http://www.mn.gov/careers>

Select: 'Search for Jobs' (header at top of page)

Select 'Search for Jobs (green box under 'External Applicants')

Type in the Job Title or Job ID number